Active Living Alliance for Canadians with a Disability

NWT Development Committee

Active Living Opportunities for Individuals with Disabilities in the NWT, April 2001

Technical Report

A Survey of Active Living Organizations

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Active Living Opportunities for Individuals With Disabilities in the NWT

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A Survey of Active Living Organizations

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Executive Summary

Research Overview

With funding provided by the Active Living Alliance for Canadians with Disabilities, the GNWT Health and Social Services, and the assistance of the NWT Department of Municipal and Community Affairs (MACA), Community Development Division, the NWT Development Committee of the Active Living Alliance undertook to survey the active living opportunities for people with disabilities in the NWT.

Active living, defined simply as "any activity that improves one's quality of life," includes the traditional activities associated with health and fitness, but extends to other activities, such as gardening, cooking, or theatre. For the purpose of this research, *disability* refers to "any degree of physical, sensory, cognitive, intellectual, learning or psychiatric limitation that causes difficulty in the usual activities of daily life." This definition was adopted from the *Needs Assessment of Persons with Disabilities in the NWT - Living with Disability . . . Living with Dignity*, which was completed while the current research was underway.

That research found that the most common "daily social, recreation, and leisure activities" reported by people with disabilities in the NWT were watching TV and visiting or spending time with people. Less than thirteen percent engaged in physical fitness, sports or exercise. This is consistent with other research that found people with disabilities to be less active than people without disabilities.

In 1999, The Active Living Alliance for Canadians with a Disability set out to achieve "a 20% reduction in physical inactivity among Canadians with a disability by the year 2003." As part of the national coalition, the NWT Development Committee (formerly NWT Linkage Committee) works to promote active living for people with disabilities throughout the NWT.

The research reported here is unique. Its purpose was to obtain information that the NWT Development Committee could use as the foundation for a strategic action plan for increasing active living among NWT residents with disabilities. This included the current level of inclusion of people with disabilities among active living organizations in the NWT, the barriers to inclusion, and potential solutions or "best practices." In addition to gathering this specific data, a survey was also seen as a way to promote awareness about the Active Living Alliance and its goals, the existence of the NWT Development Committee and their role, and the importance of active living for people living with a disability. Furthermore, it afforded the opportunity to develop a database of active living that could provide disability organizations with information about current active living opportunities for their clients.

Organizations Included in this Study

Surveys were distributed to 334 organizations throughout the NWT. The response rate was just over 32%. Information obtained from 88 active living organizations, across 18 NWT communities was used in the analysis. Fifty-five percent of the organizations were located in Yellowknife. Sport organizations accounted for the largest portion of survey respondents (30%), which was followed by Personal Development/Education (23%), General Recreation & Entertainment (19%), and Service/Volunteer (10%) organizations. Combined, the Social, Cultural, Arts & Crafts, and Miscellaneous categories accounted for just 18%. Most of the organizations reported yearlong activities for a wide age-range of participants. Organizations ranged in size from 3 to 2500 participants. Just over 61% reported costs for their activities.

Inclusion Rates

From the information gathered, the overall inclusion rate was low – just 4.1%. More than one-quarter of all organizations reported having a zero level of inclusion. With these excluded the rate was 7.0%. Personal Development/Education types of organizations reported the highest rate of all organization types, at 8.7%. Among Sports organizations the rate was 2%.

Barriers to Participation & Inclusion and Potential Solutions

Perceived barriers for participants with disabilities and organizational barriers to increasing inclusion were examined. Many of the major barriers identified were financial in nature, such as shortages or lack of training of staff/volunteers, lack of physical supports, and the cost of activities. Others included a lack of information and/or a perception of disabilities that is largely limited to physical disabilities, a gap between the need for inclusion and the existence, willingness, or ability to provide services, and, possibly negative attitudes.

Fifty-nine percent of the organizations surveyed stated that they had made changes in an attempt to include people with disabilities in their activities. Although all of the Cultural and Miscellaneous organizations reported making changes, together, they accounted for a small portion of this total. Sixty-five percent of the Personal Development/Education organizations and 55.6% of the Sports organizations reported changes, and less for all remaining types.

The most commonly reported change was modifying an existing facility. This was followed closely by hiring new or additional staff, changing programming, and purchasing special equipment. The changes were reported to accommodate people with physical disabilities more than any other type.

Almost half of the organizations that made changes were unsure if their changes successfully increased inclusion. However, the rate of inclusion was significantly higher among organizations that reported making changes than among those which stated they had not made changes. Also, as the number of changes rose, there was a trend toward a rise in the numbers of people with disabilities involved in these organizations.

This research began the development of an Inclusion Profile – a general overview of the characteristics that distinguish those with high levels of inclusion from other organizations. Because the information for the profile is based on a small sample, it is perceived as a starting point from which to develop a more comprehensive inclusion model. Also, a summary of barriers and potential solutions, identified through the course of this study, was compiled. This summary could be used as a guideline for data collection and/or planning, in some situations.

Willingness to Make Changes & Interest in Inclusion Issues & Practices

When asked, all of the Cultural and Miscellaneous, 85.2% of the Sports, and 60% of the Personal Development/Education organizations reported a willingness to make changes to increase inclusion. Like the changes already made, it was reported that potential changes would most likely accommodate people with physical disabilities.

The desire to be included in a list of active living opportunities for people with disabilities in the NWT and requests to receive results were used as measures of interest in inclusion issues and practices. Interest was high, with 72.2% of those who completed the survey requesting to be included in the list and/or to receive survey results.

Summary of Recommendations

It is recommended that the NWT Development Committee adopt strategies that will encourage active living organizations to record and share inclusion information, while providing guidance in achieving and maintaining inclusive practices. It is also recommended that the Committee utilize all possible resources in order to bridge the gap between need and service.

Introduction

Active living connects mind, body and spirit . . .

At all ages, it increases our feelings of self-worth, gives us the energy and vitality
we need for everyday life, and maximizes our human potential
physically, emotionally, and socially.

Active Living Alliance for Canadians living With a Disability

Active Living for People with Disabilities: Background

In this report we examine active living opportunities and issues for individuals with disabilities in the NWT. *Active living* can be defined simply as any activity that improves one's quality of life. It includes the traditional activities associated with health and fitness, such as participating in sports and working out in the gym, but extends to include other activities, such as gardening, theatre, or social events.

For the purpose of this research, *disability* is defined as any degree of physical, sensory, cognitive, intellectual, learning or psychiatric limitation that causes difficulty in the usual activities of daily life.[1] In accordance with the classifications of the World Health Organization, this definition represents disturbances in the ability to perform an activity in a manner or within the range considered normal for a human being. It includes, for example, the ability to think and plan, move about, communicate, and engage in self-care.

For a number of reasons, people with disabilities tend to be less active than other Canadians. "Although they may be the ones who could benefit the most . . . they are often the least involved and the least able to become involved."[2] People with disabilities who engage in active living tend to have better overall health and immune function and increased energy, which makes it easier to cope with the challenges of everyday life, as well as the stress of dealing with a disability.

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[1] This definition is based on the definition developed for the report *Needs Assessment of Persons with Disabilities in the NWT - Living with Disability . . . Living with Dignity*, which was completed while the current research was underway.

[2] Active Living Alliance for Canadians with Disabilities, *A Blueprint for Action*, 1998, p.7

A recent study of people with disabilities in the NWT reported that approximately 5,400 individuals live with disability. That research also found that "the main social/leisure activities of persons with disability in the NWT" are watching TV and visiting or spending time with people.[3]

The Active Living Alliance for Canadians with a Disability is a coalition of individuals, agencies, and national associations, with the goal of promoting active living among Canadians living with disability. In 1999, they introduced the Viabilité[4] Action Plan, a five year social marketing plan with the primary goal of achieving "a 20% reduction in physical inactivity among Canadians with a disability by the year 2003." The strategies for enacting this plan include appeals to and assistance for Canadians living with disability, key "program supplier" organizations, and "front line" community program leaders.

The NWT Development Committee,[5] a sub-committee of the national Alliance, is comprised of people with disabilities and their advocates. They work to promote active living for people with disabilities of all types and degrees of severity, throughout the NWT.

In 1999, the Committee launched its first undertaking as part of the Viabilité plan with the production and distribution of six pamphlets. These pamphlets - "Cooking and Nutrition," "Fishing," "Gardening," "General Fitness," "Inclusion," and "Winter Activities" – promoted the benefits of active living, and provided practical information to active living programmers on how to include people with disabilities.

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[3] *Living with Disability . . . Living with Dignity*, 2000., p. 60.

[4] The term "Viabilité" means to be able *to live and grow independently*, or *an ideal or plan that will lead to a productive end result,* achieving health benefits by way of active living, while emphasizing ability, rather than disability.

[5] Formerly known as the NWT Linkage Committee of the Active Living Alliance for Canadians with a Disability.

Rationale for the Current Research

In 2000, the NWT Development Committee identified the need to continue to promote inclusion of people with disabilities among active living organizations. Also, they had discovered a lack of information that was critical for their ability to create effective future work plans. The information required included:

- The current level of inclusion among active living organizations in the NWT
- The barriers to inclusion
- Potential solutions and "best practices," which may be used as models for encouraging inclusion and inclusive programming

The Committee determined that a survey of the active living organizations in the NWT would best address these needs. It was hoped that the information obtained could be used as the foundation for a strategic action plan. Incidentally, a survey would also promote awareness about the Active Living Alliance and its goals, the existence of the NWT Development Committee and their role, and the importance of active living for people living with disability. Furthermore, it provided the opportunity to develop a database of active living opportunities in the NWT that could provide organizations with information about current active living opportunities for their clients. The research reported here addresses each of these issues (see Appendix A for Terms of Reference).

Method

Survey Development

Following a review of the active living literature (see Bibliography in Appendix B) and in consultation with the NWT Development Committee, an initial survey of Active Living Opportunities for People with Disabilities in the NWT was developed. The criteria for the survey included that it should be brief and able to draw out the following information:

- the current level of inclusion by people with disabilities among active living organizations
- barriers to inclusion and participation
- solutions or best practices to inclusion and inclusive programming
- willingness to practice inclusion

While the survey was under construction, a cover letter was also developed. Its purpose was to:

- provide background information on the Active Living Alliance for Canadians with a Disability, and the NWT Development Committee
- introduce and explain the purpose of the survey
- discuss and assure confidentiality
- request participation

When the first draft of the survey and letter were complete, it was scrutinized and edited by the Committee. The resulting cover letter used in this survey can be found in Appendix C.

At that time, and within the following weeks of ongoing consultation with the Committee members, the following were discussed and clearly defined:

1. Lists of potential barriers and adaptations to be used in the survey

2. The need for community identifiers (i.e. postal codes)

3. Age categories, which were defined as follows:
    - Children
    - Teens
    - Adults
    - Seniors

4. Organization categories, which were defined as follows:
   - Social
   - Sports
   - Arts & Crafts.
   - Cultural
   - Personal Development/Education
   - Spiritual
   - Service/ Volunteer
   - Other

5. Types of disabilities and their definitions

It was decided that the survey would examine specific types of disabilities (rather than just examining issues across all types), and that this survey would adopt, whenever possible, the plain language disability definitions developed for the *Living With Disability . . . Living With Dignity* Needs *Assessment.* See Appendix D for the major differences between the definitions used in this survey and those used in the needs assessment. The following disability types were examined in this survey:

- Cognitive
- Learning
- Physical
- Other
- Hearing
- Multiple
- Speech/Language
- Intellectual
- Psychiatric
- Visual

After this process, Department of Municipal and Community Affairs (MACA), Community Development Division (Yellowknife) representatives, and professionals outside the NWT reviewed the survey. As a result, the language used was simplified. The survey was then piloted among five organizations in the NWT. The pilot resulted in revisions to the survey instructions. The final version of the *Survey of Active Living Opportunities in the NWT for People with Disabilities*, including the definitions used in the survey, is attached as Appendix E.

Survey Distribution

From this point forward, *active living services*, *active living organizations*, or simply *organizations* are used interchangeably, and refer to those groups targeted by the survey. Similarly, *respondents* and *organizations* refer to those who completed the survey.

While the survey was under review, a mailing list of active living organizations was developed. See Appendix F for mailing list development information. In its final form, the list contained the names and addresses of 334 potential active living organizations, from across the NWT, with representation from each community.

The surveys were mailed out of Yellowknife. The contact phone and fax numbers were also based out of that city. As a result, return postage was included for all organizations outside of the local calling region, as well as to those organizations within Yellowknife, for which contact information had not been located. Self-addressed return envelopes were included in all cases.

Survey Response

It was determined at the onset of this project that follow-up of those organizations which failed to respond to the mail-out would be crucial. Following the two-week deadline that was imposed for returning the surveys, fewer than 12% had been returned. Contact information during follow-up can be found in Appendix G

The organizations contacted during follow-up provided the following reasons for not completing or returning their surveys:

- they did not receive the survey or did not remember receiving the survey
- they received the survey after the deadline (someone else received it by mail, and/or were out of town when it was delivered)
- the survey is likely still in the mailbox or at someone's home (especially for off-season activities)
- they remembered receiving a survey but misplaced it
- they did not have people with disabilities involved in their activities, and therefore thought the survey did not apply to them
- they did not have time to complete the survey due to heavy work loads
- they were tired of completing surveys

During the follow-up period, in an attempt to increase returned surveys, an announcement was sent to local radio stations (Appendix H). As shown in Table 1, the response rate for this survey was 32.4 %.[6] After the responses from seven organizations that could not be used in the report were removed, 30% remained for analysis. These figures are based on the number of organizations remaining after 41 were removed from the list. See Appendix I for reasons for removing organizations from list, and for exclusion from analysis.

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[6] By comparison, The NWT Bureau of Statistics expect a 30% return on their mailed surveys, and 70% for phone interviews. However, the Anderson-Briggs *Market Research Primer*, states that less than one in five (20%) mailed surveys will be returned. Another source suggested that sending a post card or following up may increase the response rate by up to 10%. Overall, it was suggested that the response rate received for this survey would indicate that a representative sample had been obtained.

Table 1. Survey Distribution and Response Rates

Description	(N=334)
Incomplete surveys – organizations removed from list	41
Total remaining	293
Completed surveys (32.4% of remaining)	95*
Completed surveys excluded from analysis	7
Total remaining for analysis - 30.0%	88

** A total of 28 of the surveys were completed by phone; the remaining were completed by the respondents and returned by fax or mail.*

Characteristics of the Active Living Organizations

Location of Organizations

Postal codes were used to identify communities. Three of the 88 services/organizations failed to provide this information. Fifty-five percent of the organizations were located in Yellowknife. The remaining 45% were from 17 other communities,[7] with a minimum representation of two communities in each of the Beaufort Delta, Den Cho, Dogrib, Sahtu, and South Slave regions. See Appendix J for a listing of the communities.

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[7] No differences emerged between the proportion of organizations in Yellowknife, and the proportion in the other communities ($p > .05$).

Types of Organizations

To determine the organization type, respondents were first asked to select one of the organization categories that most closely described their service / organization. As a measure of validity, they were then asked to list the specific activities that they provide or are involved in providing.

Respondents who selected more than one category or who checked "Other," and listed more than one type of activity, and / or indicated that they were involved in general recreation and/or entertainment activities were further classified as "General Recreation and Entertainment."[8] Those respondents who failed to indicate a type, or who checked the "Other" category, and did not fit into another category were designated as "Miscellaneous." Examples of each type of organization are found below.

Type of Organization	*Examples of Types of Activities Included in Category*
Social	• pot-luck meals, children playing, radio communication
Sports	• swimming, bowling, horseback riding
Arts & Crafts	• quilting, music, creative writing
Cultural	• heritage preservation, displays & education
Personal Development/Education	• library, special interest classes, guiding
Service/Volunteer	• fundraising, support/assistance, advocacy
General Recreation & Entertainment	• dances, sports, crafts, music, special events, cultural camps, fitness classes
Miscellaneous Services	• community garden, internet connectivity, first aid

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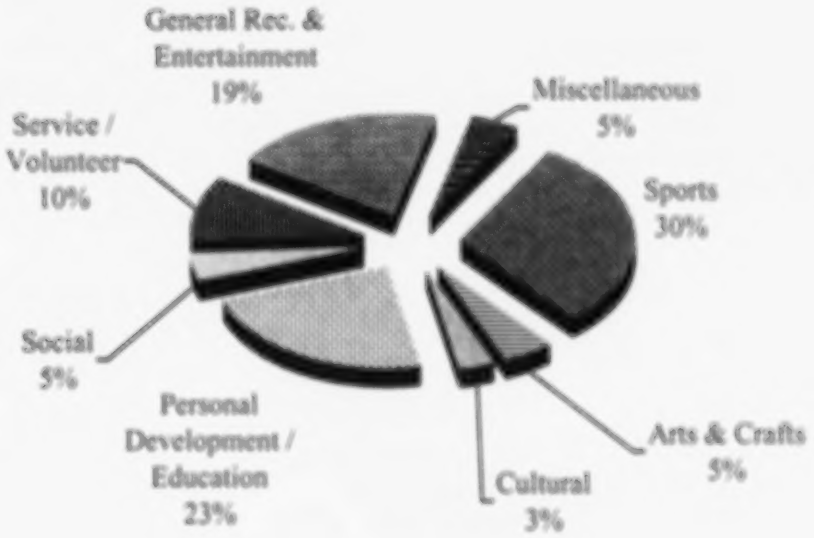
[8] Two organizations described their activities as "Personal Development/Education," but listed a variety of activities, similar to those assigned to the "General Recreation & Entertainment" category. These two were not reclassified, as it was assumed that the focus of the activities was furthering the development of the individuals involved.

As shown in the Figure 1, Sport organizations accounted for the largest portion of survey respondents, accounting for 30% of the total. This was followed closely by Personal Development/Education (23%). General Recreation & Entertainment [9] accounted for 19% of the organizations followed by Service/Volunteer (10%). Combined, the remaining four categories only accounted for 18% of the organizations included in the findings of this report.

Figure 1. Percentage of Each Organization Type



It is difficult to determine whether the sample was representative of the entire mailing list, because the type of organization was often not obvious by the name of the organization alone. By using a ratio of 1:3 (surveys received: outstanding surveys) for the known types, it appears that "Sports" and "General Recreation/ Entertainment" organizations may be somewhat over-represented in the sample, while "Arts & Crafts" and "Cultural" organization types may be underrepresented.

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[9] The proportions of Sports and Personal Development/Education were not significantly different ($p > .05$) However, the proportion of Sports organizations was significantly higher than the that of General Rec. & Entertainment organizations within the sample ($z = 3.36; p < .05$).

Length/Season of Activities

Significantly more organizations reported that they engaged in yearlong (69%) *than seasonal activities (31%). The average length of activity was 10.1 months.* The start and end dates for the seasonal activities varied, and encompassed from one to three seasons, spanning an average of 7.5 months.[10]

Cost of Activities

Fifty-four of the organizations (61.4%) stated that there was a cost to participating in their activities. Of these organizations, four voluntarily qualified their responses by indicating there was a cost for some of their activities, and eight reported that costs were "minimal." The remaining 34 organizations (38.6%) reported that there were no costs for their activities.[11]

Age Groups of Participants

As seen in Table 2, most organizations do not target specific age groups. Nearly half of the organizations that responded to the survey reported having participants in each of the four groups. The next most common grouping included all ages except seniors. Together, these accounted for just over 76% of the organizations surveyed, with the remainder made up of the three other groupings.

When examined individually, adults were reported as participants in 90% of the organizations, which was followed by teens (85.2%), and children (80.7%). Only 53.4% of the organizations surveyed reported participation by seniors[12]

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[10] For the test of proportions between yearlong and seasonal activities $z = 5.13$;$p < .05$. For the average length of all activities, overall, and seasonal actives sd = 2.231 and 2.041, respectively.

[11] An analysis of the proportion of organizations reporting a cost to those reporting no cost was significant ($z = 3.02$; $p < .05$)

[12] The number of organizations that reported seniors was significantly lower than those that reported children, the next lowest reported age group ($z = 3.85$, $p < .05$)

Table 2. Distribution of Participants' Age Groups

Age Groupings Reported	% of Each Grouping Reported (n=88)
All age groups	45.5
All ages except Seniors	30.7
Adults and/or Seniors Only	10.2
Children and/or Teens Only	9.1
All ages except children	4.5

Organization Size - Number of Participants

Twelve of the organizations failed to provide information about the number of participants involved in their activities. Six of these organizations did not give a reason for the omission, four indicated that it was "not possible" to determine the number of participants or that the numbers were "unknown", and two simply stated that their activities involved "most of the community" or "the community." Of the remaining 76 organizations, 43 provided a specific number of participants. Fourteen organizations provided a range of numbers, and the rest qualified their responses as "approximate, " or provided a minimum (e.g. 300+) or maximum number (e.g. < 100).

From the information provided,[13] the organizations ranged in size from 3 to 2500 participants. Although the overall average number of participants was 250.4,[14] this number was not a true reflection of the average, due to a few organizations with extremely high membership. When these were excluded from the calculation, the average size was 154.7 [15] participants.

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[13] For those organizations that provided a range of numbers, the average was calculated. Numbers qualified as minimum, maximum, or approximate were used as reported.

[14] sd = 423.90

[15] Four organizations with 1,000 or more participants were excluded (sd = 168.65)

Results

General Analysis Procedures

Alpha was set at .05. The data was analyzed using MiniTab for Windows 95/NT, Release 12. For a summary of the statistics used in the analysis, see Appendix K.

No significant differences appeared between the number and/or length of comments made by those who completed the survey by phone and those who completed and returned the surveys themselves. However, when the survey was conducted by phone, the researcher was able to obtain background information for the statements and to ask questions when necessary. Therefore, when the respondents did provide additional information or comments by phone, their qualitative responses were typically more complete, and better understood by the researcher than those written by the respondents.

Inclusion of People With Disabilities

Overall Inclusion Status – People with Disabilities Participating

Inclusion status was determined by asking respondents if there were "any persons with disabilities involved in" their activities. Almost two-thirds (65.9%) of the organizations responded "Yes" to this question, 28.4% said "No," and a small proportion (5.7%) left the question unanswered. Three organizations reported having participants with disabilities in the past, but none at present.

Overall Inclusion - Numbers of Participants with Disabilities

Those who responded "Yes" were also asked to state "how many" people with disabilities are involved in your activities. Some of those who responded "No" or had left the question unanswered also provided a response to this question.

As seen in Table 3, a relatively large percentage of the organizations stated that they were uncertain how many people with disabilities participated in their activities, including more than half of those who left the inclusion status question unanswered and some that had reported a zero rate of inclusion. As a result, just over sixty-nine percent of those who reported inclusion were able to provide a specific number or range of numbers, and a small number of these organizations indicated they were uncertain about the numbers they provided. Also, nearly seven percent of those organizations that reported inclusion did not provide numbers, or an explanation for their omission.

Table 3. Information About Numbers of Participants With Disabilities by Reported Inclusion Status

Info Provided About Inclusion & Number of Participants with Disabilities (n=88)	Inclusion Status (%)		
	Yes (n=58)	No (n=25)	NR (n=5)
Provided numbers	69.1 *(40)*	--	--
Numbers unknown	20.7 *(12)*	16.0 *(4)*	60.0 *(3)*
Provided numbers & stated actual numbers unknown	3.4 *(2)*	--	--
Unanswered	6.8 *(4)*	84.0 *(21)*	40.0 *(2)*

The average number of people with disabilities per organization was 5.0 overall (range of 0-59 participants), and 8.2 among those organizations that reported inclusion (range of 1-59 participants).[16]

Proportion of Individuals with Disabilities Included

The numbers of individuals with disabilities, relative to the total number of participants within each organization were calculated to produce an inclusion proportions. On average, people with disabilities accounted for 4.1% of the participants. When only the organizations that had reported inclusion were included in the calculation (and those with a zero level of inclusion were excluded) the rate was 7.0%. [17]

Inclusion by Organization Type

The inclusion proportion was examined by organization type. As seen in Figure 2, the highest rate of inclusion was found among Personal Development/ Education type, with an average of 8.7%. This rate was significantly higher than that found among all of the other types combined.[18] The General Recreation & Entertainment and Miscellaneous organizations had the next highest inclusion rates at 4.8% and 4.6%.[19]

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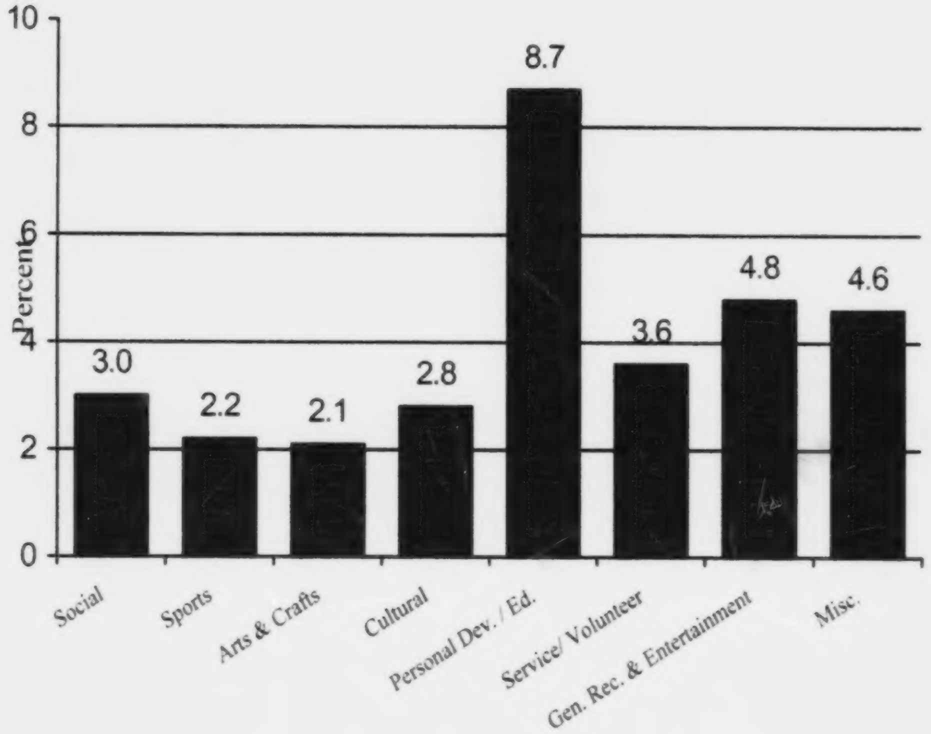
[16] With the high outlying number removed (sd = 9.18 and 10.70, respectively)

[17] sd = 0.06634 and 0.0745, respectively

Figure 2. Inclusion by Organization Type



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[18] $F = 4.24$; $p < .05$

[19] The rates for Personal Development and General Recreation & Entertainment were not significantly different ($p > .05$).

Inclusion by Disability Type

Respondents were asked to identify the type of disabilities experienced by individuals involved in their activities, and to write in the number of individuals with each disability type.

As seen in the Figure 3,[20] in general, those organizations that reported inclusion selected a specific type or types of disability. Organizations reported including participants with physical disabilities (57.1%) more often than any other type. This was followed by learning (42.9%), intellectual (44.6%), and hearing (37.5%) disabilities.[21] Multiple disabilities were reported the least often (14.3%), with speech/language, cognitive, and visual disabilities falling in the mid-range. Although not shown in the figure, a small number of respondents (10.7%) stated that they were uncertain about the types of disabilities among their participants. Thirty-one percent of the organizations that reported inclusion reported the inclusion of participants with one type of disability. Physical (22.2%), intellectual (22.2%), and learning (11.1%) disabilities accounted for more than half of this percentage.

Despite the apparent ability to specify the types of disabilities among their participants, only 37.5% of the organizations provided numbers for each type reported. Figure 3 shows that approximately half of the organizations that reported inclusion of people with physical, hearing, and cognitive disabilities provided numbers, with lower proportions for all other disability types. [22]

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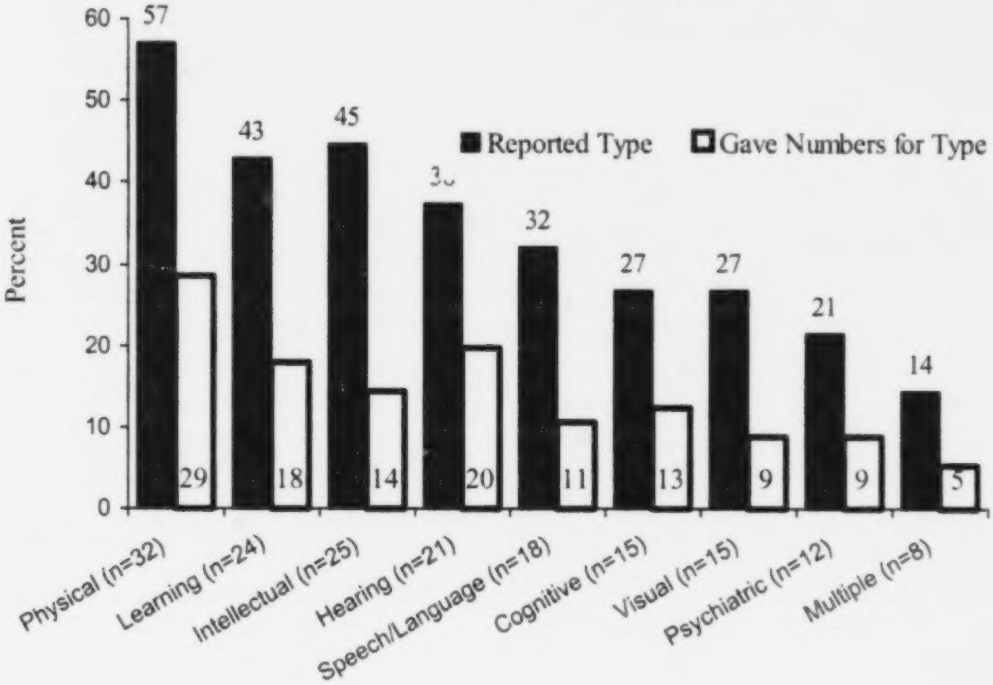
[20] Disabilities resulting from the use of alcohol prior to birth (Fetal Alcohol Syndrome, Fetal Alcohol Effects, and variants) were reported as "Other" types of disabilities by three organizations. Because these had been included in our definition of intellectual disability, these responses were reclassified accordingly.

[21] Physical disabilities were reported significantly more often than hearing disabilities ($z = 2.12$; $p < .05$).

[22] Although it was desirable to examine inclusion rates by disability type, the incomplete sample of organizations that provided numbers of participants with each type of disability, and the uneven reporting of numbers across disability types prevented any meaningful analysis.

Figure 3. Organizations Reporting Inclusion and Providing Numbers for Each Disability Type (n=56)



Inclusion by Location and Cost

There was no significant difference in the reported rate of inclusion between Yellowknife and other NWT communities, or between the organizations that reported a cost to their activities and those that did not.[23]

Barriers to Participation and Inclusion

Two questions were used to identify barriers to inclusion in active living opportunities. The first question, which related to the perceived barriers to participation experienced by people with disabilities, asked "What do you see as the barriers FOR PEOPLE WITH DISABILITIES to participating in activities organizations may face when attempting to increase inclusion - "What barriers do YOU have to increasing the inclusion of individuals with disabilities in your activities?"

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[23] $p > .05$ and $F < 1$ respectively, for the comparisons based on location and cost

In each case, a list of potential barriers was provided, and respondents were asked to "check ALL that apply." They were also given the opportunity to write in "Other" barriers.

Barriers to Participation – Barriers for People with Disabilities

Organizations reported an average of 2.6 perceived barriers to participation, with a range of zero to eight. [24]

Selected Barriers to Participation

Of the participating organizations, 94.3% responded to this question. Of these, the percentages of organizations reporting each barrier to participation, as listed in the survey, are found in Table 4. The most common response was "Lack of physical supports / equipment required to carry out the activity," which was provided by 34.9% of those who answered this question. The frequency of this response was followed closely by "Physically or mentally unable to participate," "Lack of transportation," " Unaware of the activity," and "Self-concern about their disability," (the responses ranging from 31.3% to 26.5%). "Negative attitudes among other participants/organizers," and "Inadequate scheduling of public transportation" were identified as barriers least frequently (7.2% and 6.0% respectively), and "No one to participate with," "Physical access to the facility," "Lack of skill," and "Cost" fell in the mid-range. [25] It is interesting to note that "Self concern about their disability" was reported significantly more often than "negative attitudes among other participants/ organizers." [26]

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[24] For the mean number of perceived barriers, sd = 1.746

Some of respondents verbalized that the barriers they listed would depend on the type and degree of disability, as well the nature of the specific activity that people with disabilities wished to undertake.

[25] "Lack of physical supports/equipment . . . " was reported significantly more often than "No one to participate with," which was reported more often than "Negative attitudes among other participants/organizers" ($z = 2.65$ and 1.90 respectively; both p's $< .05$).

[26] $z = 3.32$; $p<.05$

"Other" Barriers to Participation Listed

Sixteen respondents listed a total of 13 "Other" types of perceived barriers to participation. As seen in Box 1, "Natural limitations imposed by the disability" was listed by 3.6% of all organizations that responded to this question. Lack of implementation/leadership strategy, few opportunities/special programs for people with disabilities, coaching issues, and the "same as for people without disabilities " were listed by 2.4% of organizations. In addition, 2.4% of all organizations said they were uncertain about the barriers for people with disabilities, and 6% stated that no barriers existed or that they could "see no barriers."

Table 4. Organizations Reporting Each Perceived Barrier to Participation – Barriers for People with Disabilities

Perceived Barriers to Participation (n=83)	**%**
Lack of physical supports/equipment required to carry out the activity	34.9
Physically or mentally unable to participate	31.3
Lack of transportation	30.1
Unaware of the activity	28.9
Self-concern about their disability	26.5
No one to participate with	21.7
Physical access to the facility	19.3
Lack of skill	18.1
Cost	16.9
Negative attitudes among other participants/organizers	7.2
Inadequate scheduling of public transportation	6.0

Box 1. "Other " Perceived Barriers to Participation *

- *Natural limitations imposed by the disability (n=3)*
- *Lack of implementation strategy/leadership (n=2)*
- *Few opportunities or no special programs for people with disabilities (n=2)*
- *Same as for people without disabilities (n=2)*
- *Need dedicated, trained, and well-paid coaches for high maintenance people (n=2)*
- *Technical equipment needed*
- *Membership limited to professionals*
- *Funding*
- *Ensuring that coaches are well-paid*
- *Lack of motivation*
- *Winter weather prohibits people from getting out*
- *The existence of dedicated coaches for those in wheelchairs*
- *Safety concerns*
- *Lack of motivation*

- *No barriers or see no barriers*
- *Uncertain what barriers exist*

* n=1 unless otherwise stated

Barriers to Increasing Inclusion – Barriers for Organizations

On average, each organization reported 2.22 [27] barriers to increasing inclusion, with a range of 0-7.

Selected Barriers to Increasing Inclusion

As seen in the Table 5, almost half of the respondents reported that they had a "Shortage of staff/volunteers required to provide personal attention" for people with disabilities. The second most common response was "Lack of training in dealing with individuals with disabilities." This was followed by "Lack of physical supports required to carry out the activity," which was reported significantly less frequently than the first barrier.[28] "Lack of information on how to be inclusive" and "Targeted recruitment" fell in the mid-range, but were still reported by more than a quarter of all responding organizations. Accessibility and leasing issues were each reported by less than 15% of all organizations.

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[27] sd=1.718

[28] $z = 2.24$; $p < .05$

Table 5. Organizations Reporting Each Barrier To Increasing Inclusion Faced By Organizations

Barriers to Increasing Inclusion (n=82)	**%**
Shortage of staff/volunteers required to provide personal attention	47.6
Lack of training in dealing with individuals with disabilities	36.6
Lack of physical supports required to carry out the activity	30.5
Lack of information on how to be inclusive	28.0
Targeted recruitment – programming does not apply	26.8
Facility is not accessible	14.6
Leased spaced – cannot make changes	11.0

"Other" Listed Barriers to Increasing Inclusion

Fifteen organizations reported a total of five "Other" types of barriers to increasing inclusion, which are listed in Box 2. "Financial considerations" were reported by 12.2% of all organizations. The "need to upgrade/change technology" and the "inability to promote, advertise and invite those with disabilities" were each reported by just over 2% of the organizations. Almost five percent stated that there was a lack of people with disabilities to take part in activities. Two of these organizations referred to the numbers required for disabled-only types of sporting events. Finally, one organization indicated that they were relatively new, and were unaware of what barriers there will be.

Box 2. "Other " Listed Barriers to Increasing Inclusion

- *Financial considerations (n=10)*
- *Lack of people with disabilities to take part in activities (n=4)*
- *Need to upgrade/change technology (n=2)*
- *Inability to promote, advertise, and invite those with disabilities (n=2)*
- *Activities relatively new, and unaware of what barriers there will be (n=1)*

Individual Barriers by Organization and Disability Types

Barriers were examined by organization and disability types. The small subsets that resulted when selecting specific barriers by two other variables imposed limitations. Therefore, only the two most frequently reported barriers of each type (barriers to participation and barriers to increasing inclusion) were examined using the three largest groups of organization types (Sports, Personal Development/Education, and General Recreation & Entertainment) and three most represented disability types (physical, intellectual, and learning).

Individual Barriers to Participation

"Lack of physical supports /equipment or other support required to carry out the activity" was reported as a barrier by 10.8% of all Sports and General Recreation organizations, and by 8.4% of Personal Development/Education organizations. Sports organizations also reported people with disabilities being "Physically or mentally unable to participate" more than Personal Development/Education organizations, which was reported more than General Recreation & Entertainment organizations (10.8%, 7.2%, and 4.8% respectively). None of these differences approached statistical significance. [29]

Organizations that reported the inclusion of participants with physical disabilities selected "Lack of physical supports /equipment . . ." as a barrier for their participants significantly more often than organizations with participants having intellectual disabilities (14.5%, compared to 4.8%), with those reporting learning disabilities at mid-range (9.6%). Being "Physically or mentally unable to participate" was seen as a barrier almost equally across the three disability types (10.8% for intellectual, 9.6% for physical and 8.4% for learning). [30]

Individual Barriers to Increasing Inclusion

"Shortage of staff/volunteers required to provide personal attention" was reported as a barrier by Sports organizations (19.5%) significantly more often than Personal Development/Education organizations (8.5%), [31]with the General Recreation & Entertainment type falling in mid-range (11.0%).

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[29] Percentage based on the total number reporting barriers to participation (n=83). For the tests between organization types, all p's > .05.

[30] For the test of differences for "Lack of physical supports. " $z = 2.10$; $p < .05$. For the tests involving "Physically or mentally unable to participate" all p's > .05.

[31] Percentage based on the total number reporting barriers to inclusion (n=82). For the test between Sports and Personal Development/Education organizations, $z = 2.02$; $p < .05$.

For "Lack of training in dealing with individuals with disabilities" a different pattern appeared. It was reported by 15.9% of General Recreation & Entertainment organizations, 11.0% of Sports organizations, and 3.7% of Personal Development/Education organizations. Although the difference between the General Recreation & Entertainment organizations and Personal Development/Education was significant, it should be interpreted with caution, due to the small size of the latter group. [32]

The percentage of organizations reporting these two barriers to inclusion did not differ by disability type. The percentages ranged from 18.3% to 19.5% for "Shortage of staff/volunteers . . . " and from 11.0% to 12.2% for "Lack of training . . ."

Potential Solutions : Changes/Adaptations Made

In an attempt to determine some of the potential solutions to increasing inclusion, organizations were asked if they had made "changes/adaptations in an attempt to include individuals with disabilities." Of the organizations that responded to the survey, 56.8% stated that they had made changes, 39.8% said they did not, and 3.4% did not answer this question.

Those who stated "Yes" were then asked to report the types of changes/adaptations they had made. Again, they were presented with a list and asked to "check ALL that apply," and were given the opportunity to write in "Other" changes/adaptations.

Changes/Adaptations Selected and Listed

Among those that stated they had done so, an average of 2.28 changes per organization was reported. The actual number of modifications varied from one to nine.[33]

Changes/Adaptations Selected

As seen in the Table 6, the most commonly selected change was to "modify existing facility." Installing an exterior ramp, building handicapped washrooms and widening doorways were frequently mentioned modifications. However, this type of change was not reported significantly more frequently than a) hiring additional staff, b) changing programming, or c) purchasing special equipment.

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[32] $z = 2.63$: p , .05)

[33] sd = 1.654

"Current staff underwent specialized training" fell in the mid-range, and was reported by significantly more organizations than "Moved to an accessible facility".[34] It is imperative to note, however, that the small number of organizations reporting these changes detracts from the reliability of this conclusion. Moving the activity "to an accessible facility with existing equipment / adaptations" or "to a more common / prominent location" were each reported by only 3.4% of those who stated they had made changes, and 2.3% indicated that they had actively promoted changes in the media.

Table 6. Percentage of Organizations that Selected Each Listed Change/Adaptation

Type of Change / Adaptation (n=88)	%
Modified existing facility	20.5
Hired additional staff/volunteers	15.9
Changed programming	14.8
Purchased special equipment	12.5
Hired new staff with specialized training	11.4
Increased promotion of the activity	10.2
Current staff underwent specialized training	9.1
Moved to an accessible facility with existing equipment/adaptations	3.4
Moved activity to a more common / prominent location	3.4
Actively promote changes in the media	2.3

"Other" Changes/Adaptations Listed

Fifteen organizations listed a total of seventeen "Other" types of changes/adaptations. As listed in Box 3, "Making presentations about the activity to those with disabilities" was reported by 6.1% of the organizations that made changes. Directly encouraging participation of individuals with disabilities, assisting disability sport clubs or organizations and the donation of equipment were each reported by 4.1%. Each of the remaining changes /adaptations was listed by only one organization.

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[34] $z = 1.79; p < .05$

*Box 3. "Other" Changes/Adaptations Listed **

- *Made presentations about activity to those with disabilities (n=3)*
- *Directly encouraged individuals to participate (n=2)*
- *Help Special Olympics club (n=2)*
- *Received donated equipment (n=2)*
- *Subsidize those who are unable to pay*
- *Donated space*
- *Provide cut rates/ free perks*
- *Provide more training to those with disabilities*
- *Assign partners to those with disabilities*
- *Volunteers put extra time and energy into the children*
- *Lowered equipment, making it accessible to persons in wheelchairs*
- *Ensure activities are held in accessible locations*
- *Advise instructor if person has intellectual disability*
- *Learn about teaching people with disabilities*
- *Accepted [people with disabilities] on a trial basis*
- *Hold dinner for elders once a year*
- *Obtained contacts for equipment required by people with disabilities to undertake the activity*

* n =1 unless otherwise stated

Success of Changes/Adaptations

Those organizations that reported making changes were also asked whether they felt "that the changes . . . successfully increased the involvement of people with disabilities." More than half of those who made changes (53.1%) felt that the changes had increased the involvement of people with disabilities, 6.1% believed they did not, and almost 38.8% said they were uncertain.

Respondents were also asked to "explain" their response to the above question. More than one-quarter (38.6%) of the organizations that reported making changes failed to provide an explanation. Of these, most (78.6%) had indicated that they were uncertain if their changes had increased inclusion.

Changes Successful

Organizations provided a variety of reasons for believing changes were successful. As listed in Box 4, four organizations simply restated the specific changes that they made (e.g. "disabled washrooms," "work with partner, "hydraulic lift), and the responses generally pertained to:

- witnessing increases in both the number of participants and the frequency and consistency of participation
- improved opportunity overall, and with the development of new programs or practices
- improvements in the quality of programming and outcomes
- improvements in accessibility

*Box 4. Reasons Provided for Believing Changes Were Successful**

- *Have seen an increase – people [with disabilities] have been coming, that did not before (n= 4)*
- *For those with physical disabilities it made the game easier and allowed them to get more out of it. Many people would be unable to participate otherwise*
- *Now have a program for adults with mental disabilities*
- *NWT sending challenged athletes to compete*
- *Provided opportunities [for people with disabilities] that were not there previously*
- *The additional staff allows more one-on-one interaction*
- *The children [with disabilities] have remained in the program and have excelled*
- *They are regular members, and are not limited to when they can participate*
- *Those with disabilities can access all of the programs we offer*
- *We have people in wheelchairs who like to come out*
- *Our elders with disabilities find our facilities accessible. All of types of disabilities can be accommodated*
- *Could do more*

* n = 1 unless otherwise stated

Uncertain If Changes Successful.

The reasons provided for uncertainty about the success of changes are found in Box 5, below. In general, the reasons provided included that the respondents:

- said it was too soon to tell
- believe very few people were helped
- have not or cannot determine if anyone is involved more
- are uncertain if actual numbers have increased or will increase, as current membership may remain unchanged, without any additions
- believe people with disabilities would participate regardless of the changes that were made
- always tried to include everyone or permitted their involvement

*Box 5. Reasons Provided for Uncertainty About the Success of Changes**

- *Too soon to tell (n=2)*
- *Unsure if it has helped more than a few people*
- *Our programs are broad and we do not keep specific stats of persons with disabilities*
- *Haven't singled anyone out to see if they are more or less involved*
- *Those with a disability enjoy the activity, and would likely be members anyway because the group is very social and supportive*
- *Current clientele may continue without any new additions*
- *Some renovation work is just underway, but unsure if this will increase the numbers. However, a new facility might*
- *Always permitted their involvement*
- *It is such a small town that we try to include everyone*

* n = 1 unless otherwise stated

Changes Not Successful

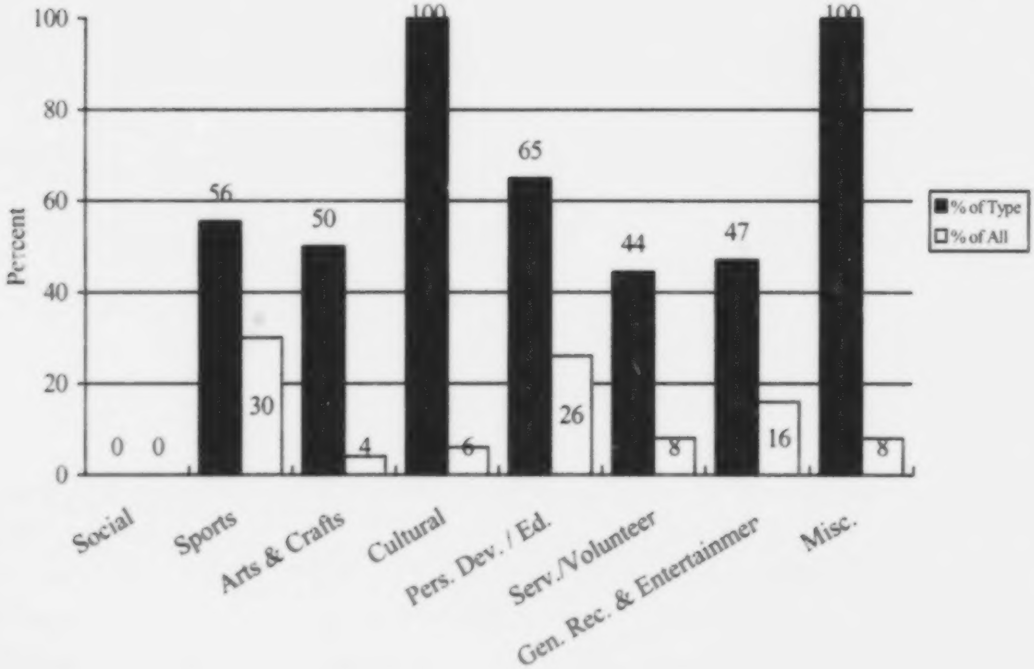
Those who stated changes were not successful provided the following two reasons:

- numbers have not changed but we are better able to provide quality programming to all
- most communities deal with "long-term, chronic disabilities- related to alcohol and other situations"

Changes Reported by Organization Type

Changes were examined by organization type. As depicted in Figure 4, all of the Miscellaneous and Cultural organizations stated they made changes, although each accounted for a small portion of all organizations reporting changes. Sports organizations accounted for 30% of all that reported changes, which was followed by Personal Development/Education, which accounted for just over one-quarter of this group.[35] Within these two categories, the proportions of those reporting changes were 55.6% and 65% respectively.

Figure 4. Percentage of Each Type of Organization and Percentages of All Organizations That Made Changes



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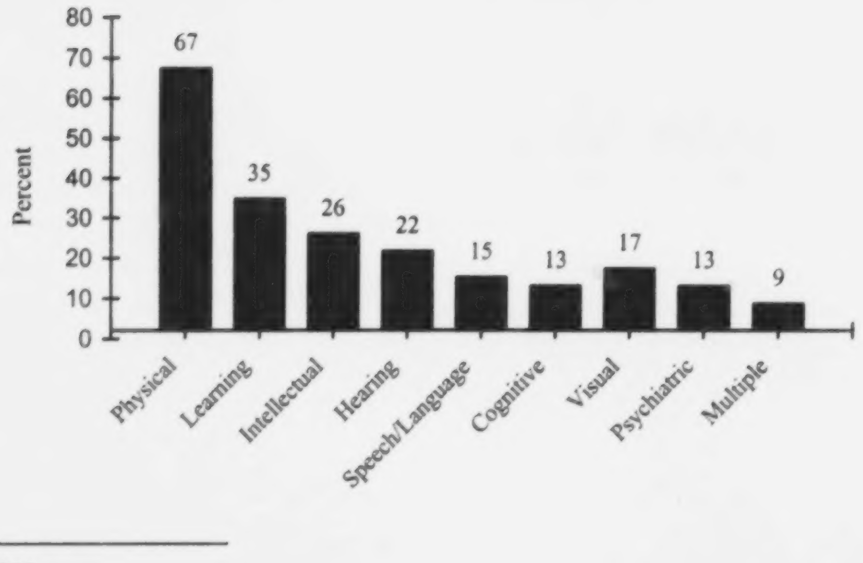
[35] The proportions for Personal Dev./Ed. and Sports were not significantly different ($p > .05$).

Changes Reported by Disability Type

Those who made changes were also asked, "what types of disabilities are now accommodated by the changes you made?" and were directed to check all that applied, from the list of disabilities. The organizations that reported changes indicated that these changes had accommodated an average of 2.3[36] types of disabilities, varying between zero and eight types. Forty percent of the organizations that reported making changes reported that their changes accommodated one disability type, with physical disabilities making up over half of this subset (55.5%).

As seen in the Figure 5, organizations stated that their changes accommodated people with physical disabilities more than any other type [37]. Learning disability was the next most frequent: It was followed closely by intellectual and hearing, and was reported by significantly more organizations than speech/language and visual.[38] The least often accommodated were multiple disabilities, which were preceded only slightly by cognitive and psychiatric. A small proportion (10.9%) indicated that they were uncertain about the types of disabilities that were accommodated by their changes.

Figure 5. Each Disability Type Accommodated by Changes



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[36] sd = 1.898

[37] For the test of the differences between physical and learning disabilities, $z = 3.13$; $p < .05$.

[38] $z = 1.90$; $p < .05$

Change Successful vs. Uncertainty

A number of tests were conducted to determine whether changes might have influenced inclusion. These tests concluded that:

- the average proportion of people with disabilities was significantly higher among organizations that reported making changes than organizations stating they had made no changes, but did not differ between organizations reporting that change was successful and those uncertain about the success of their changes
- the organizations that made changes reported participation by a wider variety of disability types than those that did not make changes, but this did not differ between organizations reporting that change was successful and those uncertain about the success of their changes.[39]
- as the number of changes rose, there was a trend toward a rise in the numbers of people with disabilities involved in these organizations, and the number of different types of disabilities reportedly influenced by these changes.[40]

Changes by Location and Participation Cost

No differences emerged between the number of organizations that reported making changes within Yellowknife and in the NWT communities, or between organizations that involved a cost and those with no cost.[41]

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[39] F = 7.76 for the test of proportions involving all organizations, and F = 4.25 for the test of disability types involving all organizations (both p's < .05). Both p's > .05 for the tests between those who thought changes were successful and those who were uncertain.

[40] Correlations between the number of changes and number of disability types reportedly accommodated by these changes, as well as between the number of changes and the numbers of individuals with disabilities involved in these organizations were both positive and significant (r = 0.44 and 0.39, respectively; both p's < .05).

[41] both p's > .05

Willingness to Consider Inclusion

General Willingness

To determine whether organizations were willing to consider inclusion, they were asked, "If no barriers existed, would you be willing to make any necessary changes to increase inclusion?" Overall, 76.1% responded "Yes" and 9.1% "No." Notably, this question was left unanswered by 14.8% of those who responded to the survey.

Willingness to Consider Inclusion by Organization Type

Willingness to consider inclusion was examined by organization type. As seen in Table 7, most of the organizations within each category reported a willingness to make changes (range from 85.2% for Sports to 60% for Personal Development/Education). Although the proportion of Sports organizations willing to make changes did not significantly exceed that found among General Recreation & Entertainment organizations, it was higher than that reported for Personal Development/Education activities.[42]

Table 7. Willingness to Consider Inclusion by Organization Type

Organization Type	% Willing to Make Changes
Sports (n = 27)	85.2
Miscellaneous (n = 4)	100.0
Service/Volunteer (n = 9)	77.8
General Rec. & Entertainment (n = 17)	76.5
Arts & Crafts (n = 4)	75.0
Social (n = 4)	75.0
Cultural (n = 3)	66.7
Personal Development/Education (n = 20)	60.0

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[42] p < .05 for a comparison of the proportion in Sports and General Recreation & Entertainment categories. For the comparisons between Sports and Personal Development/Education $z = 1.96$; p < .05

Willingness to Consider Inclusion by Disability Type

Respondents who stated that they were willing to make changes were then asked to specify what types of disabilities would most likely be accommodated by their changes.

Just over thirty-nine percent (39.1%) of those willing to make changes stated they were unsure about the type of disabilities that would be accommodated, and 62.3% specified one or more disability type. Six percent of those organizations that indicated they were willing to make changes indicated they would be willing to make changes for "any" or "all" disability types.

On average, those willing to make changes stated that they would likely increase the inclusion of people with 2.3 different types of disabilities, [43] with a range of one to eight.

As seen in Figure 6, changes are most likely to influence people with physical disabilities, which was reported by 71% of organizations that specified a type. Physical disabilities were reported significantly more often than learning disabilities, which was the next most commonly reported type. [44] The likelihood of change for people with the remaining types of disabilities ranged in frequency from 34% for intellectual disabilities to only 8% for psychiatric disabilities.
Of the organizations that reported a willingness to make changes, 40.0% reported a willingness to make changes for one type of disability, of which 76.5% reported physical disabilities.

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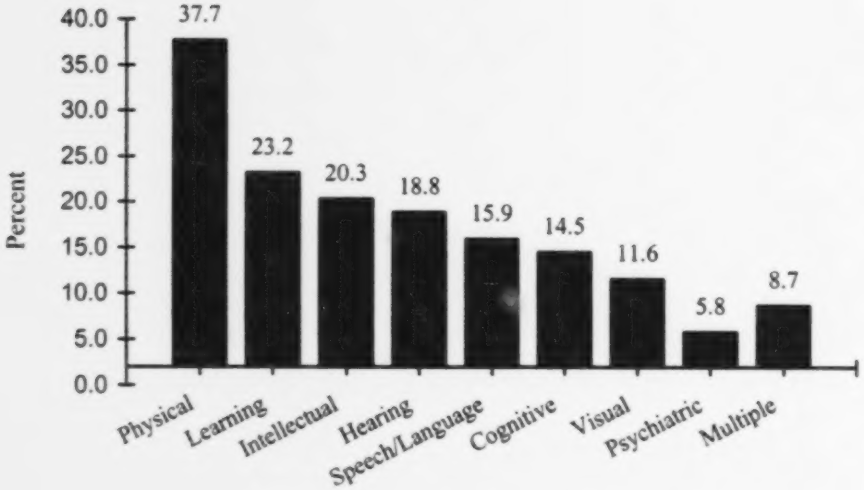
[43] $sd = 1.809$

[44] $z = 1.70$ between for the test between physical and cognitive; $p < .05$

Figure 6. Disability Type(s) Most Likely to be Influenced by Changes



Willingness to Consider Inclusion by Location and Participation Cost

The percentage of organizations willing to make changes was slightly higher in Yellowknife (56%) than in the other NWT communities (44%), and was not significantly different.[45] However, the proportion willing to make changes was significantly higher among the organizations that reported a cost than organizations that reported no costs.[46]

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[45] $p > .05$

[46] $z = 2.59$; $p < .05$

Interest in Inclusion Issues and Practices

Finally, the participants were asked (to check "Yes" or "No") if they wanted their organization included in the list of active living organizations in the NWT and/or to receive a summary of the survey results. Respondents indicating "Yes" to either question were then asked to complete the Listing Information/Results request form. Those who wished to be included in the list were asked to complete all of the information they wished to have included in the list, and those wanting results only were asked to fill in their mailing address only.

The desire to be included in the list and/or receive results was used as a measure of interest in inclusion issues and practices. As seen in Table 8, interest was high, with 72.7% of those surveyed wishing to be included in the listing and/or wanting survey results.

The resulting list of active living opportunities that was developed can be found in Appendix L.

*Table 8. *Percent of Requests for Information and/or Inclusion in the List of Active Living Opportunities* (n=95) [47]

Requested Info & Organization in List	Requested Info Only	Requested Organization in List Only
45.3%	11.6%	15.8%
	Total = 72.7% of all those who completed the survey	

Summary of Inclusion and Barriers & Potential Solutions

An Inclusion Profile

It was desirable to determine what (if any) variables differentiate organizations with high levels of inclusion from other organizations - to see if it was possible to develop a profile of the characteristics that may influence inclusion.

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[47] This number includes all of the organizations that completed the survey, including the ones that were removed from the analysis and those that were received after the main data analysis was complete.

As a result, the data for the organizations that reported inclusion rates of 10% or more were separated and compared to that from the organizations that reported an inclusion rate of less than 10%, and to the general population of the survey

All Variables by Inclusion Group

Table 9 summarizes the most distinct differences. As indicated in the Table, the 10% and over group differed from the other samples in that it:

- reported a higher percentage of Personal Development/Education types of activities, and a lower percentage of Sports organizations
- less frequently targeted a specific age group
- less often had a cost for their activities
- more frequently reported the numbers of individuals involved with specific disability types
- more often reported having made changes than the general survey results

Also, this selected sub-group:

- included participants with a wider variety of disability types
- made more unique changes to include people with disabilities
- perceived more barriers for people with disabilities
- indicated a greater willingness to make changes, although fewer types of disabilities would be accommodated.

Specific Changes Made by Inclusion Group

As a result of the above differences, the 10% and over inclusion group was further compared to the overall sample, and to the group with less than 10% inclusion, with respect to changes made.

These comparisons are found in Table 10. For most types of changes/adaptations listed, there was little difference between the ten percent and over inclusion group and the general sample. There were more noticeable differences, however, between this group and the organizations that reported less than 10% inclusion. The most remarkable differences were that, compared to the overall sample, the organizations in the 10% and over group were more likely to have:

- changed programming
- increased promotion of their activity
- moved to a more common/prominent location
- made more "Other" types of changes

Perhaps the most insightful revelation in this table is that in every instance, a smaller percentage of the group reporting less than 10% inclusion had made specific changes to their organization to promote inclusion than had either the greater than 10% inclusion group or the general population.

Table 9. Differences Between The 10% & Over Inclusion Sample, Under 10% Inclusion Sample, and the Entire Sample*

Variable	Inclusion Sample		Entire Sample
	10% +	< 10%	
Org. Type: Sports / Personal Develop./Ed.	20% /40%	40% /17%	30% / 23%
All age groups of participants	60%	47%	46%
Cost ratio – % Cost: % No Cost	40: 60	60: 40	60 : 40
Location ratio YK: Other Communities	60: 40	60:40	55 : 45
Average # of disability types included	4.7 (sd=2.71)	2.3 (sd=1.60)	2.6 (sd=2.52)
Gave #'s of individuals for disability type	80%	60%	40%
Reported making changes	80%	80%	59%
Average # of changes made	3.8 (sd=2.60)	2.0 (sd=1.10)	2.3 (sd=1.66)
# of disability types influenced by change	3.6 (sd=2.56)	2.2 (sd=1.73)	2.4 (sd=1.98)
Average # of barriers to participation	3.3 (sd=1.25)	2.3 (sd=1.31)	2.6 (sd=1.75)
Average # of barriers to inclusion	2.6 (sd=2.27)	2.2 (sd=1.54)	2.2 (sd=1.72
Percent willing to make changes	80%	87%	76%
Average # of disability types most likely to be influenced in future	1.8 (sd=1.17)	2.4 (sd=1.54)	2.3 (sd=1.81)

* Due to the small sample size of the 10% or more inclusion group, statistical tests were not conducted between the groups.

Table 10. Each Change/Adaptation Among Organizations With Inclusions Rate of 10%+, < 10%, and the Entire Sample

Type of Change / Adaptation	%		
	Inclusion Group		Entire Sample
	10% +	< 10%	
Modified existing facility	30.0	23.0	37.0
Hired additional staff/volunteers	30.0	20.0	29.0
Changed programming	40.0	20.0	26.0
Purchased special equipment	20.0	13.0	22.0
Hired new staff	20.0	13.0	20.0
Increased promotion of the activity	30.0	13.0	18.0
Current staff underwent . . . training	30.0	13.0	16.0
Moved to an accessible facility . . .	10.0	3.0	6.0
Moved activity to a more common . .	20.0	0	6.0
Actively promoted changes in media	10.0	3.0	4.0
Other Changes % / Average # per organization listing "Other" changes	30.0 / 2.0	17.0 / 1.2	31.0 / 1.1

* Rounded to nearest percentage.

Barriers & Potential Solutions: A Summary

The reported barriers to participation, as well as appropriate solutions that arose during this survey and its background research were summarized in table format. This summary of barriers and potential solutions can be found in Appendix M.

Discussion

In this report, the active living opportunities for people with disabilities in the NWT were examined for the first time. The pattern of results suggest a general positive attitude toward the inclusion of people with disabilities, and an overall lack of knowledge of disabilities and their effects, and of how inclusion can be achieved.

The results of this study are encouraging for organizations that have made changes, and those wishing to do so. The average inclusion rate was higher among organizations that reported making changes than those that reported no changes. Also, the organizations that made changes reported participation by a wider variety of disability types. Although almost half of those that made changes were uncertain whether or not their changes were successful, there were no differences in inclusion rate or variety of disability types between the organizations who believed their changes were successful and those who were uncertain about the success of their changes.

Limitations of the Current Findings

Due to the resource limitations, a number of potential active living opportunities were excluded from the sample – most notably spiritual/religious activities, and those organizations whose language of preference is other than English. Also, we cannot determine whether those who responded to the survey are representative of all active living opportunities within the NWT. However, the response rate suggests that the results are representative.

Another major limitation to this study is that it did not address differences between the requirements of active living organizations within the urban areas and the smaller communities. As pointed out by some of the survey respondents, people in small communities "*have a different set of circumstance*." Some differences include unpaved roads, a limited number of people with disabilities, and that they take a community approach to "*care of the needs of . . . [and have] support of all.*"

Another shortcoming derives, in part, from the fact that the survey used in this study was novel: Although some of the items were derived from other tests, the validity and reliability of this specific measure is not known. This limitation was that success of change (made to accommodate people with disabilities) had been defined in terms of "increased inclusion." Based on the reasons provided for believing that changes were or were not successful, it was apparent that 'increased inclusion" was interpreted as increased numbers by some organizations ("*Current clientele may continue without any new additions*"), and as increased participation by others ("*Haven't singled anyone out to see if they are more or less involved*"). Although it was beyond the scope of this survey, alternative ways of defining successful inclusion practices might include increased ability to provide quality programming, ease of access or enhanced health and well being of people with disabilities. For one organization, there was no doubt about the success of their accommodations for one person with a disability: They asserted that their adaptations had *"changed his life."*

Level of Inclusion

Based on the current findings, the level of inclusion of people with disabilities among active living organizations across the NWT is low – only 4.1% overall, and 7% among the organizations that reported having participants. More than one-quarter of all organizations reported having a zero level of inclusion.

It is possible that this number was low due to lack of information available about the overall number of participants, including those with disabilities. Less than 70% of the organizations were able to provide a specific number or range of numbers for their participants in general, and this percentage was reduced further when disability information was required. In general, the respondents were lacking information about the people with disabilities involved in their organizations. Most were able to indicate whether there were people with disabilities involved in their activities, but fewer could specify the types of disabilities among their participants, and even fewer were able to provide numbers for each or any type included. Those who were unsure about the types or numbers of people with disabilities of their participants, and commented on the reason(s) for their uncertainty stated that:

- they did not keep statistics on disabilities
- disability information was not requested at registration, as they are open to all
- some disabilities may not be obvious.

> *"We are open to all"*
> *"We have always allowed anyone interested in our programs to participate. We don't ask people if they have any disabilities."*
> *Survey Comments
>
> *A number of the comments in this section have been rephrased to protect the anonymity of the organization

From the data obtained, it was found that organizations reported participants with physical disabilities and provided their actual numbers more often than any other type. People with learning and intellectual disabilities were reported as the next most frequently included, which was followed by those with hearing disabilities. The inclusion of people with multiple and psychiatric disabilities was reported least often, with speech/language, cognitive, and visual disabilities falling in the mid-range.

The emphasis on physical disabilities found by this survey cannot be underplayed. In addition to being the most included and best documented by the organizations surveyed, it was also the type most likely to have been targeted by change in the past (i.e. changes/adaptations made) and to be accommodated in the future (i.e. willingness to increase inclusion).

So, what is the reason for the emphasis on physical disabilities? One factor may be that physical disabilities are more visible than other types, such as cognitive, hearing, and learning disabilities. Another may be a reflection of their prominence within the general population: Physical disabilities were found to be the most common type of disability among adults in the NWT.[48] Consequently, people within the territory may have the greatest knowledge, understanding, and interest in this disability type.

Have made our facility accessible.
Not sure what else can be done
Survey Comment

Another explanation, which may be the result of the above, is that people may interpret or associate the term "disability" with "physical disability." Although the information was not specifically requested, some organizations voluntarily described the specific types of changes that they had made. When physical adaptations or supports were mentioned, they almost always included ways to improve accessibility for people with physical disabilities, and most often, for those with mobility impairments. Changes included the installation of hydraulics, installing disabled washrooms and ramps, widening doorways and halls, and lowering fixtures. Exceptions to the above included one organization that mentioned one change to accommodate people with hearing disabilities, and one organization that reported a change for individuals with visual disabilities.

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[48] *Living with Dignity . . . Living with Disability*, 2000

Unfortunately, the focus on people with physical disabilities may be occurring at the expense people with other types of disabilities, who could benefit from becoming involved in active living activities. As noted at a NWT Development Committee meeting, people may be unaware of the types of changes that can be made or of accommodations that are already in place, such as braille on washroom doors. This possibility was supported by comments from some of the organizations, similar to the one below.

When the different types of organizations were examined separately, the highest level of inclusion was found among Personal Development/Education organizations – with a reported rate of 8.7%. For Sports organizations, which comprised the largest group, the rate was just over 2%. One possible reason for this difference could be the physical demands and requirements of Sports activities, compared to those of the Personal Development/Education nature. As noted by one respondent, *"Clubs are unable to address physical barriers . . such as playing . . . with wheelchairs etc"* For similar reasons, another stated that they *"cannot foresee having physically disabled participants in the future."*

It is interesting to note that the distribution of disability types within all of the organizations is similar to that found within the population of people with moderate to severe disabilities in the NWT. As seen in Table 11, the greatest discrepancy appeared for visual disabilities, which was 12% lower among the active living organizations surveyed than within the NWT population.

Table 11. Comparison of the Distribution of Each Type of Disability Across Active Living Organizations and within the NWT Population

Disability Type	**% Within Active Living Organizations***	**% Reported in NWT Population ****
Physical	60.0	65.0
Learning	31.0	32.0
Visual	17.0	29.0
Hearing	24.0	27.0
Intellectual	28.0	25.0
Cognitive	17.0	20.0
Speech	20.0	19.0
Psychiatric	14.0	10.0

* Rounded to the nearest percent

* *From *Living with Dignity . . . Living with Disability Needs Assessment (2000).*

Barriers and Potential Solutions

"We are well attended mainly because we provide (almost) barrier free activities."
Survey Comment

A variety of barriers and potential solutions were revealed by this study. In an attempt to draw the information together, each barrier identified was placed in a table, with potential ways to address them. Some solutions have yet to be defined. With time, and the continued sharing of information, this could be realized (see Appendix M).

Funding and access to funding are major barriers
Survey Comment

Whether stated directly or indirectly, one of the major barriers to increasing inclusion faced by organizations appears to be finances – shortages or lack of staff, training, physical supports/equipment, technology, the inability to advertise or make changes to facilities – all have financial implications.

"Cannot and do not dedicate staff to any specific group, due to limited staff and funding shortages"
Survey Comment

Some of the barriers to participation (barriers for people with disabilities) reported here are also financial in nature or have financial implications. These include, for example, lack of physical supports, equipment, and transportation, coaching issues, and the cost of activities. The implication of this is that organizations perceived people with disabilities having at least partial responsibility for financing their active living activities.

We have committed to helping the Special Olympics club

We met with the president and head coach of the Special Olympics club to see how we could help

Survey Comments

The relatively low population within the NWT may be a barrier to inclusion in specific types of competitive Sporting events, such as Wheelchair Basketball, or Wheelchair categories for races. With regard to basketball, it was noted that even if sufficient numbers existed, there are a lack of resources (in terms of training, time, etc) to undertake this sport. Instead of attempting to develop special programs, another way for sports organizations to increase active living opportunities for people with disabilities is to provide other kinds of assistance, as some organizations have done (see comments above).

The only types of disabilities in the community are visual and hearing, and they are not severe.

We have never had anyone with a disability participate, but I am certain that they would be more than welcome.

Survey Comments

"We do not have a need to make changes, as there is no one who needs to be accommodated"

"Although we can change the programming to accommodate people with disabilities, the need has not arisen"

Survey Comments

One respondent proposed Sledge Hockey as an activity that could be played by people with disabilities.[49] The attraction to this activity is that it provides the opportunity for people with and without physical disabilities to play together, instead of either group being excluded. Another comment was that the use of pets among the elderly and people with disabilities was undervalued. In some instances, a pet may provide the motive and companionship for remaining active.

Another major barrier to increasing inclusion seems to be a gap between the need for active living services for people with disabilities and the perception of such need. Part of the reason for this may be a lack of information about the problems associated with disabilities, or a lack of knowledge about the existence of people with disabilities (see comments above).

We have actively approached elderly and handicap homes, hospital, and schools to promote {our activities] for any and all who would like the opportunity to learn, grow, and interact . .

Survey Comment

A few organizations reported a strategy that appears to begin to bridge the gap between need and service: Providing information directly to those whom can ensure people with disabilities are at least aware that the possibility for inclusion exists. Each organization that reported this type of strategy reported increased inclusion as a result of their efforts. A summary of one organization's approach can be seen in the box to the right, above.

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[49] This respondent stated that the "Sledge Hockey Association of Canada" had been in Yellowknife, and was planning to return in the fall to conduct a demonstration.

We are flexible. We would contact anyone who is interested in participating and shut in or unable to attend, and try to arrange things
Survey Comment

Some organizations also indicated that they are willing to make accommodations to include people with disabilities in their activities (see comment at left). However, looking only to the active living organizations for change is inadequate, as noted by one survey respondent below.

"In my position I can encourage and promote inclusion, but cannot directly ensure those with disabilities are included"
Survey Comment

As an alternative, we may need to look toward an individual-centered, community-based approach, such as "Circles of Support," or "Wraparound Services."[50]

Using this type of service, individuals with disabilities,[51] with the help of a support team, could develop an active living plan. This plan would be flexible and based on the individual's strengths, culture, values, preferences, and those of his/her own community, and would use existing, modified or new programs and services (see Appendix M for a summary of this type of strategy).

Services like these, along with other strategies suggested by active living organizations in the NWT, could be used in combination with consistent and persistent public education campaigns. The use of public media, such as TV, newspaper, radio, and the web would ensure that people with disabilities, and their friends, family members, services providers and advocates, as well as the representatives of active living organizations and government officials would all receive the same information. Moreover, this information could be presented in a friendly, non-threatening context.

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[50] For more information see *Circles of Support* a manual written by Barry Willer, Ontario Brain Injury Association. "Circles of Support" is a.k.a. "Circles of Friends." "Wraparound Services" were formalized by John Van den Berg, consulting psychologist.

[51] Or his/her family or service providers, if applicable

Our participants with disabilities required a lot of encouragement to get started because they were self-conscious about their disabilities. But as organizers, we also had some apprehensions and prejudices that had to be overcome.
Survey Comment

Lastly, although attitudes did not emerge as a highly apparent barrier, the comment on the left suggests that unfavorable attitudes among people with disabilities and organizers of active living activities may prevent participation and inclusion.

Willingness to Consider Inclusion

"Our association tries to make our programs and services accessible to everyone. We are always open to suggestions on how to improve . . ."
Survey Comment

It would be useful if someone would come into all organizations and do an assessment that would produce a profile of things that can be done to make the environment better suited for people with disabilities
I think that people generally feel lost, as they want to help, but are unsure of what needs to be done
Survey Comment

When asked if they were willing to make changes to increase inclusion of people with disabilities, an overwhelming proportion of said, "Yes." This result was not surprising, given that this question assumed that "no barriers existed." However, there appeared to be a degree of apprehension about being committed to making changes: Almost 16% of the organizations left the question unanswered. Furthermore, other respondents qualified their responses (e.g. willing to make *"some but not any")* or needed assurance that their organization was not making a commitment by answering the question.

One respondent suggested an interesting strategy for increasing inclusion, which is outlined above.

Interest in Inclusion Issues and Practices

> *"We would like to have all individuals included and if there are any changes that could encourage inclusion - please share."*
> Survey Comment

Unlike the willingness to increase inclusion, the high level of interest in inclusion issues and practices was unexpected. Despite the apparent lack of awareness of the NWT Development Committee expressed by many organizations, most of the organizations that completed the surveyed requested to be included in the list of active living opportunities for individuals with disabilities in the NWT *and* wanted to receive the results of this study.

> *Inclusion is very important to us. We do our best to meet our participants' needs.*
> Survey Comment

The interest in inclusion issues is promising news for the NWT Development Committee. However, caution should be taken, as it is possible that a larger proportion of organizations that responded to the survey and/or were cooperative during follow-up possessed greater interest in inclusion issues and practices than those organizations that did not respond to the survey.

It was assumed that completing the survey would force people to attend to inclusion and its issues, thereby promoting the benefits of active living and inclusion, and the existence and goals of the national Alliance and the NWT Development Committee. Part of this goal has been achieved. As one respondent said, doing the survey made her *"think about {inclusion} for the first time."* Another, while considering what changes could be made admitted, *"I hadn't thought about it before."* Further contact made while following up with requested results, or, in conjunction with the list of active living opportunities will move the NWT Committee further toward their goals.

It would be desirable to expand the current list of active living opportunities for people with disabilities in the NWT. Possible ways this could be achieved include advertising via public service announcements (in the media, newsletters, through community recreation directors, advocates, etc.), which could be directed at those with disabilities and their caregivers, as well as active living organizations, or developing an internet site. Both strategies also have the potential to raise awareness about the need for active living opportunities for people with disabilities, while providing information about how this can be achieved.

Summary of Inclusion, Barriers and Solutions

A profile of the characteristics that may influence inclusion was initiated. By comparing the entire sample to subgroups, based on their level of inclusion, a number of distinct differences emerged. Compared to the other groups, in general, the high inclusion group was made up of a higher proportion of Personal Development/Education activities that did not target a specific age group or charge a fee for their activities. In addition, these organizations seemed to be more knowledgeable about disability issues. Not only did they recognize more barriers for people with disabilities, but they more knowledgeable about the kinds and numbers of specific disabilities among their participants. Furthermore, this group was more likely to have made *every* type of change and to have made more "Other" changes than the other groups.

Overall, these findings seem to support the existence of the need to increase awareness about the barriers and solutions to active living for people with disabilities, and to track inclusion practices. However, caution must be taken in the interpretation of the results due to the small size of the group that reported high inclusion levels. Furthermore, there is no way to determine the cause of the differences found within this group, when compared to the others. For example, was the high inclusion the *cause* of the changes that were made, or did the changes *result* in the high levels of inclusion? Based on the reasons provided by the organizations, it is likely that the latter is true, but verification by more precise means is required. Hopefully, with time and further documentation a more thorough understanding of these inclusion issues will be possible.

Finally, a list of barriers and potential solutions for each barrier identified during the course of this study was compiled. Note that this summary should be seen as a general guideline only, when and if solutions are possible and applicable. Furthermore, it is not intended to be an exhaustive list of all barriers or of all possible solutions for each barrier. Instead, this summary is viewed as a starting point, from which people with disabilities, service providers, advocates and active living organizations can begin to share ideas and strategies.

Recommendations

Based on the findings of this research, it is recommended that the NWT Development Committee undertake to:

1. Encourage active living organizations to gather information about the numbers of people with disabilities in their organizations.

Rationale: It is difficult to determine the level of inclusion of people with disabilities, due to the lack of information currently gathered by active living organizations. If the NWT Committee wishes to track inclusion, and potential increases in levels of inclusion, in order to determine the effects of changes, some formal reporting system is needed. This could be done through disabled individuals/service providers or the active living organizations.

2. Encourage active living organizations to gather information about the level of participation and/or degree of satisfaction of people with disabilities in their organizations.

Rationale: A number of organizations included in this study indicated they did not believe their numbers had increased as a result of their attempts to increase inclusion. This is particularly true among smaller communities, where organizations generally attempt to include all people. A lack of positive information could discourage organizations from engaging in inclusive practices, whereas a lack of negative information may discourage change.

3. Encourage active living organizations willing to increase inclusion to invite people with disabilities to participate in their activities.

Rationale: Most of the organizations that reported making contact with people with disabilities directly or through their advocates or services providers, described success stories of inclusion.

4. Provide public education about different kinds of disabilities, while promoting inclusion practices.

Rationale: Within the survey responses, a biasing trend emerged: Many organizations equated disability with mobility impairments, while ignoring or failing to understand the difficulties associated with other types of disabilities. This information, combined with the wide variety of organizations surveyed in this report, suggests that this trend also exists within the population in general. Also, very few organizations provided specific information about the types of changes made to accommodate people with disabilities other than those with mobility impairments. It is reasonable to assume that they may not be aware of the specific means needed to increase inclusion for other types of disabilities. Furthermore, when organizations have a better understanding of a variety of disabilities and ways to increase inclusion for those disabilities, they may change their current perceptions about the barriers that exist and potential solutions for removing these barriers.

The use of public media, such as TV, newspaper, radio, and the Internet would ensure that people with disabilities, and their friends, family members, services providers and advocates, as well as the representatives of active living organizations would all receive the same information. Moreover, this information could be presented in a friendly, non-threatening context.

5. Offer assessment services to organizations, to provide information on how each specific organization can increase inclusion.

Rationale: This type of service was specifically requested by one organization, and others expressed what appeared to be a genuine interest in finding out what they could do to improve the opportunities for people with disabilities.

6. Encourage people with disabilities to become involved in active living activities.

Rationale: Although the exact rate of inclusion among active living organizations cannot be known, the current findings suggest that it may be low. The result is that people with disabilities may not be active, and unable to benefit from active living.

7. Encourage people with disabilities to pursue their active living interests.

Rationale: A number of organizations surveyed stated that people with disabilities had not expressed an interest in their activity, or that there was a lack of people with disabilities to take part in the activity. Meanwhile, many of the organizations stated that they are "open to all," and/or that they would try to accommodate people with disabilities who wished to participate in their activities. Therefore, it may be of value to encourage people with disabilities (or their advocates) to identify their specific interests and abilities and approach the appropriate organizations to see what activities may be possible for the individual to undertake. This strategy may also prompt organizations to define and/or address their barriers and inclusion practices. Ideally, some people with disabilities would find that their interests lie in advocacy, and these people could assist others.

8. Explore the availability of resources to address the barriers to inclusion faced by active living organizations.

Rationale: A number of the barriers identified by the active living organizations appear to require funding to be alleviated. Determining potential sources of funding (such as corporate sponsorship) would be the first step required towards breaking down these barriers.

9. Continue to develop, expand, and modify the list of Active Living Opportunities, Inclusion Profile, and Summary of Barriers and Potential Solutions

Rationale: The research reported here was the first work of its kind in the NWT. The list of Active Living Opportunities, Inclusion Profile, and Summary of Barriers and Potential Solutions, that were initiated here, should be seen as starting points for the development of more comprehensive guidelines.

10. Promote the existence of NWT Development Committee of the Active Living Alliance for Canadians with a Disability, and what services it may provide.

Rationale: Active living organizations seemed to be unaware of the existence of the NWT Development Committee, and its services.

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Appendix A

Terms of Reference

Active Living Services and Barriers for NWT Residents with Disabilities

Terms of Reference

Background

The NWT Linkage Committee of the ACTIVE LIVING ALLIANCE FOR CANADIANS WITH DISABILITIES is made up of people with disabilities and advocates. Its purpose is to promote active living for people with disabilities. In 1999 it produced six pamphlets which were distributed across the NWT. These promoted the benefits of active living for everyone and gave ideas to active living programmers on how to include people with disabilities. Individual pamphlets focussed on fishing, gardening, skiing and cooking.

In 2000 the committee identified a need to continue to promote inclusion of people with disabilities among active living organizations and to identify barriers which prevented organizations from doing this. The Committee decided a survey of organizations would further these goals.

The Committee promotes active living among people with all disabilities: physical, sensory, cognitive, intellectual, learning and psychiatric. Disabilities may range from mild to severe.

Purpose

The purpose of this project is to:

- Promote inclusion and participation of people with disabilities in existing active living opportunities
- Identify barriers to successfully including people with disabilities and solutions
- Provide a basis for future initiatives by the Linkage Committee

Scope

- Develop a brief survey suitable for distribution to all NWT active living organizations to determine: current level of participation by people with disabilities, specific barriers to their participation (eg. attitudes, transportation, lack of training of coaches, etc.), solutions to encourage participation and inclusive programming, positive initiatives already in place, and "best practices" which might be models for other organizations.

- Identify active living organizations and develop a mailing list
- Distribute surveys and covering letter
- Follow up by telephone to assist and encourage survey completion
- Compile survey results
- Analyse information and provide results and analysis in plain language report
- Make recommendations for communicating and acting on results.

Timeframe

This project will be completed by March 31, 2001.

Project Output

A plain language report with appropriate graphics that:
- indicates current level of inclusion among active living organizations
- identifies barriers articulated by organizations
- identifies solutions, current successful initiatives and best practices
- recommends further action to Linkage Committee

Workplan

July - August	Hire contractor Clarify project and workplan Develop survey Develop listing of organizations, including mailing and e-mail addresses, fax and phone numbers
September	Distribute Surveys
October-December	Follow-up by phone/fax/e-mail
January-February	Collect, compile information received Produce draft and final reports

Project Management and Reporting

The project will be managed by the NWT Linkage Committee of the Active Living Alliance of Canadians with Disabilities. The contractor will report to the Committee on a regular basis. The main point of contact will be:
Joan Hirons
Volunteer Coordinator
NWT Linkage Committee

Proposal Response Guidelines

Interested contractors are asked to submit a letter of interest briefly outlining:

- Proposed approach for project
- Proposed alteration to time frame if unable to provide as estimated
- Resumes of all personnel to be attached to the project
- Two references
- Fee and expense estimates

Evaluation Criteria:

1. Cost within available budget range
2. Workplan and schedule within timeframe
3. Relevance of qualifications and past experience to this project
4. Approach demonstrates understanding of project
5. Capacity to build positive relationships and goodwill among active living community

Submit Letters of Interest to:

NWT Council for Disabled Persons
Centre One Building, 5013 48th St.
Yellowknife, NWT X1A 2P1
Fax: 867-873-4124
Email: disabilitynwt@tamarack.nt.ca

Enquiries may be directed to:

Joan Hirons
PH: 867-873-4803
Email: joanhi@ssimicro.com

Appendix B

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Appendix C

Cover Letter Used in this Survey

elebrating a
ecade of Success

CTIVE LIVING
LLIANCE
OR CANADIANS WITH
DISABILITY

LLIANCE
DE VIE
CTIVE
OUR LES CANADIENS/
ANADIENS AYANT
UN HANDICAP

NWT
evelopment
ommittee

oan Hirons
ommittee Chair

34 Morrison Drive,
ellowknife, NT
1A 1Z2

Fax/Phone
67) 873-4883

-mail
joanhi@ssimicro.com

Active living connects mind, body and spirit . . .
It increases our feelings of self-worth, gives us the energy we need for everyday life,
and helps us reach our physical, emotional, and social potential.

Active Living Alliance for Canadians with a Disability

January 3, 2001

Dear Active Living Organization:

I have been contracted by the NWT Development Committee of the Active Living Alliance for Canadians with a Disability to survey the active living opportunities for people with disabilities, throughout the NWT.

The Active Living Alliance for Canadians with a Disability is a national organization, whose key goal is to increase activity among disabled Canadians - specifically, to influence a 20% reduction in inactivity by 2003. For a number of reasons, persons with disabilities tend to be less active than other Canadians. Here, in the NWT, it has been estimated that about 5,400 individuals live with disability.

You have been identified as a potential provider of active living services to residents of the NWT. Enclosed, you will find a short survey, which I hope you will take the time to complete. The immediate purposes of this survey are to:

- identify current active living opportunities for individuals with disabilities
- identify best practices for inclusion
- identify barriers to inclusion and activity
- promote awareness about the need for inclusion

The results will be used to guide future planning for the NWT Development Committee.

Your input is vital to the success of this project!

I can assure you that the name of your service or organization will not be used in the report. However, you will have the opportunity to receive a copy of the final report, and may also choose to place your organization in a listing that promotes active living for people with disabilities.

For your convenience, you may mail or fax your completed survey, or you may choose to do it by phone (see survey for details). If I have not received your completed survey or heard from you within the next two weeks, I will be contacting you to follow up.

I thank you in advance for your cooperation. If you have any questions, or would like additional information, please feel free to contact me at the phone number or e-mail address found on the survey.

Sincerely,

Miriam Abel
Researcher

Appendix D

Major Differences Between the Definitions used in this Survey and those used in Living With Disability . . . Living With Dignity Needs Assessment

Definitions adopted from *Living with Dignity . . . Living with Disability* included:

- Disability
- Physical disability
- Learning disability
- Cognitive disability

The definitions and categories of disability differed from those used in the assessment stated above in the following ways:

- An overall definition of sensory disability was not included, although hearing and visual disabilities were included separately.
- speech/language disabilities were included, but were not defined as sensory disabilities.
- Although the definition of intellectual disability remained unchanged, traumatic brain injury was removed from the list of examples. A professional assessment concluded that this particular type of disability would have been more accurately defined as a cognitive disability, or ideally, as an independent category.
- In consultations with the Canadian Mental Health Association (Yellowknife), a definition of psychiatric disability was developed, and it was used as a distinct category (i.e. not only in conjunction with other types of disabilities).

Appendix E

Survey of Active Living Opportunities in the NWT for People with Disabilities

Survey of Active Living Opportunities in the NWT For People with Disabilities

Active Living Alliance for Canadians with a Disability

Survey # ______

I. Instructions For Your Participation

- This survey includes 17 QUESTIONS about your service/organization (pages 1-4), a LISTING INFORMATION/ RESULTS REQUEST PAGE (page 5), and a LIST OF DEFINITIONS of the terms used in this survey (page 6).
- The information you give is COMPLETELY CONFIDENTIAL. Any information that you provide about your organizations on page 5 will be separated from the survey and will not be included in the report.
- You have a choice of COMPLETING the SURVEY YOURSELF, OR DOING the SURVEY BY PHONE.

  TO COMPLETE THE SURVEY YOURSELF:
  - READ each question carefully, and FILL IN the answers to each question as honestly as possible, and to the best of your ability. Please refer to the LIST OF DEFINITIONS when you are unsure about the meaning of a term.
  - Once you have completed the survey, please:
    FAX it: Attention Miriam – Active Living Research - (867) 920-6467
    Or MAIL it in the addressed return envelope provided

  TO COMPLETE THE SURVEY BY PHONE:
  - CALL (867) 669-3171. If I am unavailable, please leave a message, indicating when it would be convenient to return your call, and I will make every effort to get back to you at that time. If you choose, you may e-mail me at mabel@theedge.ca with a similar message.
- PLEASE RETURN YOUR COMPLETED SURVEY, OR CALL TO COMPLETE YOUR SURVEY BY **JANUARY 15, 2001**. If I have not heard from you by January 20, I will be contacting you to follow-up.

II. Your Service/Organization

1 Does the phrase "active living" describe your organization / service in any way? Please refer to definitions.

☐ YES ☐ NO ☐ UNCERTAIN

If YES, please continue.

If NO please do not answer any more questions. Return the uncompleted survey, or contact the researcher, indicating that the survey is not applicable to you. If UNCERTAIN, please contact the researcher.

2 Please enter your postal code ______________

3 Please select the ONE that most closely describes your service/organization.

☐ Social (i) ☐ Arts & Crafts (iii) ☐ Personal Development/ Educational (v) ☐ Spiritual (vi)
☐ Sports (ii) ☐ Cultural (iv) ☐ Service/Volunteer (vii)
☐ Other (Please write in) ______________________________ (viii)

4 Please list the specific activities that your service/organization provides or is involved in providing (e.g. curling, photography class, dances)

____

____

5 Check the ONE that is most applicable to your activities

☐ Year-round ☐ Seasonal

If Seasonal, please write in the season(s) and length of activity ______________________________

6 Who are the participants in your activities? Please check ALL that apply.

☐ Children (i) ☐ Teens (ii) ☐ Adults (iii) ☐ Seniors (iv)

7 Is there a cost to becoming involved in your activities?

☐ YES ☐ NO

8 Please write in the total number of people who participate in your activities __________

III. Inclusion Of Individuals With Disabilities

9 Are there any persons with disabilities involved in your activities?

☐ YES ☐ NO

If YES, write in how many __________ and continue. If NO, please go on to Question 11.

10 What types of disabilities do these individuals have? Please check all that apply, and to the best of your ability, write in the number of individuals beside each one you have checked.

☐ Cognitive ____ (i) ☐ Learning ____ (iv) ☐ Physical ____ (vii) ☐ Visual ____ (ix)
☐ Hearing ____ (ii) ☐ Multiple ____ (v) ☐ Speech/Language ____ (viii) ☐ Not Sure ____ (x)
☐ Intellectual ____(iii) ☐ Psychiatric ____ (vi)
☐ Other (Please Write in) ______________________________ ____ (xi)

11 Has your service/organization made any changes / adaptations to try to include individuals with disabilities?

☐ YES ☐ NO

If YES, indicate the types of changes that you made. Please check ALL that apply. If NO, please go on to Section IV.

☐ Hired additional staff/volunteers (i)
☐ Hired new staff/volunteers with specialized training (ii)
☐ Current staff/volunteers underwent specialized training (iii)
☐ Actively promoted changes in the media (iv)
☐ Increased promotion of the activity (v)
☐ Changed programming (vi)
☐ Purchased special equipment (vii)
☐ Modified existing facility (viii)
☐ Moved to a facility with existing equipment/ adaptations to accommodate people with disabilities (ix)
☐ Moved activity to a common / prominent location (x)
☐ Other (Please write in) ______________________________ (xi)

12 What types of disabilities are now accommodated by the changes you made? Please check ALL that apply.

☐ Cognitive (i)
☐ Hearing (ii)
☐ Intellectual (iii)
☐ Learning (iv)
☐ Multiple (v)
☐ Psychiatric (vi)
☐ Physical (vii)
☐ Speech/Language (viii)
☐ Visual (ix)
☐ Not Sure (x)

☐ Other (Please write in) ______________________________ (xi)

13 Do you feel that the changes you made have successfully increased the involvement of people with disabilities?

☐ YES ☐ NO ☐ UNCERTAIN

Please explain ______________________________

____

IV. Barriers To Inclusion

14 What do you see as the barriers FOR PEOPLE WITH DISABILITIES to participating in activities within your organization? Please check ALL that apply.

☐ Lack of transportation (i)
☐ Inadequate scheduling of public transportation (ii)
☐ No one to participate with (iii)
☐ Physically or mentally unable to participate (iv)
☐ Negative attitudes among other participants/ organizers (v)
☐ Cost of involvement (vi)
☐ Lack of skill (vii)
☐ Unaware of the activity (viii)
☐ Self concern about their disabilities (ix)
☐ Physical access to facility (x)
☐ Lack of physical supports/equipment or other support required to carry out the activity (xi)

☐ Other (Please write in) ______________________________ (xii)

VI. Listing Information / Results Request (Optional)

Do you want your service/organization to be included in the list of the active living organizations in the NWT that will be compiled by the Active Living Alliance for Canadians with a Disability?

☐ YES ☐ NO

If YES, provide any information you wish to include in the listing, in the form below.

Would you like to receive a summary of our survey results? ☐ YES ☐ NO

If you would like to receive the survey results, but do NOT wish to be included in the list of active living services, please provide only your mailing information below.

Name of Service / Organization

Types of Activities

Contact Person

Title/Position

Address

City

Postal Code

Location of Activity (if different than above)

Phone Number

Fax Number

Web Site

E-mail Address

Toll Free Number / Additional Information

Individuals with what types of disabilities could be included in your activities? Please check all that apply.

☐ Cognitive
☐ Hearing
☐ Other (Please Write in) ______________________
☐ Intellectual
☐ Learning
☐ Multiple
☐ Psychiatric
☐ Speech/Language
☐ Physical
☐ Visual
☐ Not Sure

If you have a specific target group, please describe:

Thank-you for taking the time to complete this survey!

VIII. Definitions of Terms Used in This Survey

ACTIVE LIVING: Active Living can be defined as any activity that improves one's quality of life. It includes, but is not limited to social, sporting, cultural, spiritual, personal development, service, and creative activities. Some examples of active living activities include; attending dances and special interest classes, swimming, volunteering, cooking, and gardening.

DISABILITY: A disability is any degree of physical, sensory, cognitive, intellectual, learning or psychiatric limitation that causes difficulty in the usual activities of daily life.

- **Cognitive Disability** - *is usually a degenerative condition that the affects the brain's ability to process information.* It is NOT present from birth. Cognitive disabilities may include Alzheimer's, senility and late stage alcoholism.
- **Hearing Disability** - *the inability to hear some or all sounds.* Hearing disabilities range from mild (unable to hear distant or faint sounds) to severe (unable to distinguish any sounds).
- **Intellectual Disability** – *influences the speed at which a person develops, learns, and/or remembers.* This disability is USUALLY present from birth. People with this type of disability may have Down's Syndrome, fetal alcohol syndrome, alcohol-related birth defects or other undefined disabilities.
- **Learning Disability** - *affects the way people with average or above average intelligence take in, process or express information.* Learning disabilities are permanent, range from mild to severe, and include a number of different disorders. Common learning disabilities include problems with memory, attention, readying, writing, arithmetic, social skills, emotional maturity and coordination.
- **Multiple Disability** – *involves more than one type of disability.*
- **Psychiatric Disability** - *a disturbance of the mind that may interfere with normal behavior and make daily life difficult.* Psychiatric disabilities are commonly referred to as mental illnesses, and are the result of a number of disorders, such as depression, attention deficit disorder, schizophrenia, bipolar disorder, and obsessive-compulsive disorder.
- **Physical Disability** - *involves a significant loss of mobility, agility, strength, flexibility or coordination.* Some conditions that involve physical disabilities are paraplegia, quadriplegia, amputation, cerebral palsy, polio, multiple sclerosis and arthritis.
- **Speech/Language Disability** - *involves the ability to communicate verbally.* They may include stuttering, difficulty producing sounds or trouble sounding out words.
- **Visual Disability** - *a complete or partial inability to see, which cannot be alleviated substantially with corrective lenses.*

Appendix F

Mailing List Development Information

The mailing list used to distribute this survey was developed with information obtained from MACA, Sport North Federation, and Territorial Justice. Additional information was obtained from obtained from *Legacy and New Directions Conference: The NWT Sport and Recreation System, 2000 Proceedings (May 0-11, 2000)*, the Northwest Tel Directory, Internet, local newspapers (*News North* and *The Yellowknifer)*, and *The 2000 Recreation and Sport Pocket Resource (NWT).*

The original list contained approximately 1,000 potential active living services/organizations, of which approximately 100 were duplicated.

As the numbers exceeded the expectations of the Committee, as well as the limitations imposed by funding and time, the list was reduced to a more manageable size.

With a few exceptions, the decision was made to remove the following from the list:

- religious/spiritual organizations
- disability organizations
- special events organizations
- recreation/leisure facilities
- band councils and Metis locals
- adventures, sights, and tourist organizations
- schools (including nursery schools)
- cultural associations

The resulting list contained about half of the numbers of the original, but still had some duplicates and some organizations with no mailing address. When these problems were addressed, the resulting list contained the name and addresses of 334 potential providers of active living services.

Appendix G

Contact Information During Follow-up*

Contacts	*Calls*	*Faxes*	*Mail*	*Total Contacts*
Successful Contacts				
Surveys Completed (n=42)	86	17	2	105
Surveys Outstanding (n=28)**	49	22	2	73
Unsuccessful Contacts				
Surveys Incomplete (n=55)**	76	25	--	101
No Contact				
Surveys Returned (n=72)	--	--	--	--
Total Contacts	211	64	4	279

*All numbers approximate.

** Time limitations prevented additional follow-up with these organizations.

The organizations not included in the above list were excluded from follow-up, due to:

- incorrect or unavailable follow-up information (contact names and/or phone numbers)
- knowledge that they were no longer in existence or not "Active Living"
- organizations repeated with different names
- repeated populations (e.g. if a territorial organization completed the survey, the local organization was generally not contacted)

The length of follow-up was extended approximately 6 weeks past the original deadline, in an attempt to increase the number of surveys available for analysis.

Appendix H

Announcement Sent to Local Radio Stations

February 19, 2001

To: CBC Community Services Announcements Fax #: 920 5440

From: Joan Hirons Ph/fax: 873 4803

1. Active Living Survey

The NWT Development Committee for the Active Living Alliance for Canadians with a Disability would like to remind all Active Living groups to fax their completed surveys to 920-6467 by Friday February 23rd. Your input will inform us about any success stories your group has had regarding inclusion of people with disabilities in your programs. It will also enable us to identify barriers to inclusion of people with disabilities in active living opportunities in NWT, and to assist groups in overcoming these barriers in the future.

2. Travel Opportunity for Youth with a Disability

Approximately 100 youth from across Canada will be selected to attend a youth gathering at Brock University, St Catharines, Ontario, June 14th – 18th 2001. The participants will have an opportunity to interact with their peers from coast to coast, sharing their experiences and commonalities, learning the value of an active living lifestyle, and sharing information about their own province or territory. Each youth selected may be accompanied by a buddy or caregiver.
Deadline for applications is March 2nd 2001

For more info, or application form, call Joan at 873 4803.

Appendix I

Reasons for Removing Organizations from List & Excluding from Analysis

Reasons for Removing Organizations from List	Number
• no longer in existence and/or found not "Active Living"	20
• survey returned, indicating organizations not "Active Living"	7
• services / service names found to be duplicated	7
• not interested or no time to complete	4
• French language issues	3
Total Removed	41
Total Remaining	293

Reasons for Excluding Completed Surveys from Analysis*	Number
• services for people with disabilites only	2
• not "Active Living"	2
• received after analysis was complete	3
Total Completed Surveys not Included in Analysis	7

*Although the data from these surveys was excluded from the statistical analysis, the qualitative information provided by these respondents is included in this report.

Appendix J

Communities Represented in This Report

1. Aklavik
2. Fort Simpson
3. Tuktoyaktuk
4. Deline
5. Hay River
6. Tsiigehtchic
7. Fort Liard
8. Holman
9. Wekweti
10. Fort Providence
11. Inuvik
12. Wha Ti
13. Fort Resolution
14. Norman Wells
15. Wrigley
16. Fort Smith
17. Rae-Edzo
18. Yellowknife

Appendix K

Summary of Statistics Used in the Analysis *

Tests of Two Proportions

- Example of result reported for significant differences: $z = 5.01$:$p < .05$
- Example of result reported for no differences: $p > .05$

One-way analysis of Variance (ANOVA)

- Example of result reported for significant differences: $F = 7.01$: $p < .05$
- Example of result reported for no differences: $F< 1$ OR $F =1.42$ $p > .05$

Pearson's Correlation

- Example of result reported for significant positive relationship- strong correlation between two variables: $r = 0.85$: $p < .05$
- Example of result reported for significant positive relationship- weak correlation between two variables: $r = 0.25$: $p < .05$
- Example of result reported for no relationship between two variables: $p > .05$

---

* For a complete overview of the statistics used in this report see, for example, McClave & Diertrick's *Statisitcs*, (1991) Fifth Edition, Dellen Publishing Company: New York.

Appendix L

NWT Development Committee of the Active Living Alliance for Canadians with Disabilities

List of Active Living Opportunities
for People With Disabilities
in the NWT

Aklavik

Aklavik Recreation Committee

Activities: Recreation Programs & Services

Contact: Dean McLeod, Rec Coordinator
PO Box 88 Aklavik, NT X0E 0R0
Ph: (867) 978-2351 Fax: (867) 978-2434

Inclusion Info: Could include people with hearing, speech/language, & other disabilities (unsure of types)

Deline

Charter Community of Deline

Activities: Recreation
Target Group: The youth

Contact: Ernie Takazo, Recreation Co-ordinator
PO Box 180 Deline, NT X0E 0G0
Ph: (867) 589-4800 Fax: (867) 589-4106
E-mail: ETAKAZO@hotmail.com

Inclusion Info: Could include people with hearing, intellectual, learning, speech/language, physical, & visual disabilities

Fort Liard

Fort Liard Recreation Department

Activities: Sports & Leisure

Contact: Colleen Zinter, Recreation Manager
General Delivery Fort Liard, NT X0G 0A0
Ph: (867) 770-4104 Fax: (867) 770-4004
E-mail: ZINTCEI@excite.com

Inclusion Info: Could include people with cognitive, hearing, learning, & visual disabilities

Fort Providence

Deh G'ah School

Activities: Educational
Location: School Gym

Contact: Jane Arychuk, Principal
Fort Providence, NT X0E 0L0
Ph: (867) 699-3131 Fax: (867) 699-3525
Website: http:// 216.108.41.53
E-mail: janegord@hotmail.com

Inclusion Info: Could include people with all types of disabilities

Fort Resolution

Deninoo Community Council

Contact: Tausia Lal, Rec Coordinator
General Delivery
Fort Resolution, NT X0E 0M0
Ph: (867) 394-4556 or 394-5415
Fax: (867) 394-4556

Inclusion Info: Could include people with intellectual, speech/language, & physical disabilities

Fort Simpson

John Tsetso Memorial Library

Activities: Various, as needed

Contact: Chairperson, Library Board
PO Box 258 Fort Simpson, NT X0E 0N0
Ph: (867) 695-3276 Fax: (867) 695-3276

Inclusion Info: Could include people with intellecutual, physical, & visual disabilities

Open Doors Society: Family Resource Centre

Activities: School readiness, Busy Bees, toy lending library, & playgroup
Target Group: Low income, single parent and/or high risk families, but not excluding others

Contact: Val Stark, Coordinator
PO Box 125 Fort Simpson, NT X0E 0N0
Ph: (867) 695-3962 Fax: (867) 695-7348
E-mail: open.door@cancom.net

Inclusion Info: Could include people with cognitive, hearing, intellectual, learning, multiple, psychiatric, speech/language, physical (some), & visual disabilities

Fort Smith

Fort Smith Figure Skating Club

Activities: Skating (all levels)
Location: Fort Smith Arena

Contact: Lynn Phillips, President
PO Box 176 Fort Smith, NT X0E 0P0
Ph: (867) 872-4721

Fort Smith Recreation Department

Activities: Recreation centre, arena, pool, parks, & playgrounds

Contact: Recreation Manager
PO Box 1257 Fort Smith, NT X0E 0P0
Ph: (867) 872-4732 Fax: (867) 872-4848
E-mail: fortsmithrec@gardtal.com

Inclusion Info: Depends on activity, but people with cognitive, intellectual, learning, speech/language, physical, & other disability types could be included.

Fort Smith Ski Club

Activities: Cross-country Skiing/Biathalon

Contact: Marcia Dewandel, Secretary
PO Box 1226 Fort Smith, NT X0E 0P0
Ph: (867) 872-5550
Website: www.auroranet.ca/skiclub
E-mail: mdewandel@gardtal.com

Inclusion Info: Could include people with cognitive, hearing, intellectual, learning, multiple, psychiatric, speech/language, & some physical disabilities

Mary Kaeser Library

Activities: Loan reading, video, & audio materials. Hold classes and special events

Contact: Jeri Miltenberger, Librarian
PO Box 630 Fort Smith, NT X0E 0P0
Ph: (867) 872-2296
Fax: c/o Town of Fort Smith (867) 872-4848

Inclusion Info: Services available to everyone. Arrangements can be made to obtain material for those who are unable to make it into the library.

Hay River

Hay River Curling Club

Activities: Curling

Contact: Glen Rourke, President
74 Woodland Dr. Hay River, NT X0E 0R3
Ph: (867) 874-6979

Inclusion Info: Could include people with hearing, intellectual, & speech/language disabilities

Hay River Museum Society

Activities: Heritage preservation & related activities

Contact: Vicky Latour
39 Lakeshore Dr.   Hay River, NT X0E 0R9
Ph: (867) 874-3538
Inclusion Info: Special tours may be arranged in advance if needed

Additional Info: Museum open during limited hours. Not open in winter

Hay River Speedway Association

Activities: Stock car racing, demolition derbies, etc.
Location: Dean Dr.

Contact: PO Box 4422
Hay River, NT X0E 1G3

Inclusion Info: Could include people with hearing, intellectual, learning, & physical disabilities

Town of Hay River

Activities: Recreation

Contact: Ron Cook, Director of Recreation
73 Woodland Dr.   Hay River, NT X0E 1G1
Fax: (867) 874-3237
E-mail: townhall@hayriver.com

Inclusion Info: Could include people with intellectual, learning, speech/language, & physical disabilities

Inuvik

Aurora Campus

Activities: Special interest classes
Target Group: Everyone except young children

Contact: Shauna MacKay
Continuing Education Coordinator
PO Box 1098   Inuvik, NT X0E 0T0
Ph: (867) 777-7800   Fax: (867) 777-2850
Toll Free: 1-866-287-2655
Website: Under construction
E-mail: smackay@auroracollege.nt.ca

Inclusion Info: The ability to attend depends on the nature of the course, and the extent and type of the disability.

Community Garden Society of Inuvik

Activities: Community Greenhouse (plots & informal courses)

Contact: Carrie Young, Co-ordinator
PO Box 1544   Inuvik, NT X0E 0T0
Ph: (867) 777-3276 May-Oct.
Website: In Progress
E-mail: GREENHOUSE@PERMAFROST.com

Inclusion Info: Could include people with cognitive, hearing, learning, multiple, speech/language, & physical disabilities

Inuvik Recreation Hockey
Activities: Hockey
Location: Midnight Sun Recreation Complex

Contact: Roger Israel
Mgr. Trade & Investment & GNWT
PO Box 2924, Bag Service 1, RWED
Inuvik, NT X0E 0T0
E-mail: roger-isral@gov.nt.ca

Inclusion Info: Could include people with cognitive, hearing, intellectual, learning, multiple, psychiatric, & speech/language disabilities

Additional Info: We usually supply gear for players who cannot or unable to purchase it

Norman Wells

Norman Wells Historical Centre
Activities: Museum, art gallery, gift shop
Location: Mackenzie Dr.

Contact: Elizabeth Danielsen
PO Box 56 Norman Wells, NT X0E 0V0
Ph: (867) 587-2415 Fax: (867) 587-2469
E-mail: canol.trail@nt.sympatico.ca

Inclusion Info: Could include people with hearing, intellectual, learning, & physical disabilities

Royal Canadian Legion (287)
Activities: Community service, bingo, & social activities
Target Group: Mainly adults

Contact: Garry Bottorff, President
PO Box 487 Norman Wells, NT X0E 0V0
Ph: (867) 587-2318

Inclusion Info: Could include people with all types disabilities

Town of Norman Wells
Activities: Recreation and community services. Recreation facilities include arena, pool, curling rink, ball diamond

Contact: Guy Latous, Rec Coordinator
PO Box 5 Norman Wells, NT X0E 0V0
Ph: (867) 587-2741 Fax: (867) 587-2577
Website: www.normanwells.com
E-mail: guyl@Normanwells.com

Or Contact: P.E. McKee
Community Social Worker
PO Box 403 Norman Wells, NT X0E 0V0
Ph: (867) 587-2632 Fax: (867) 587-2539

Inclusion Info: Could include people with cognitive, learning, & physical disabilities

Rae-Edzo

Rae-Edzo Disability Program
Activities: Life skills, reading, writing, on the land
Location: Rae-Edzo Friendship Centre

Contact: Rita Dryneck
Program Manager
PO Box 85 Rae-Edzo, NT X0E 0Y0
Ph: (867) 392-6000 Fax: (867) 392-6093
E-mail: refc@MIGWI.com

Inclusion Info: Could include people with cognitive, hearing, intellectual, learning, speech/language, physical, & visual disabilities

Tsiigehtchic

Tsiigehtchic Recreation Department
Contact: Sheila Cardinal, Chairperson
General Delivery Tsiigehtchic, NT X0E 0B0

Tuktoyaktuk

Tuktoyuktuk Recreation

Activities: Broad based sports and socials

Contact: G.J. Masuzumi, Rec Co-ordinator
PO Box 120 Tuktoyuktuk, NT X0E 1C0
Ph: (867) 977-2513 Fax: (867) 977-2581

Inclusion Info: Could include people with hearing, learning, speech/language, & physical disabilities

Wrigley

Pehdezeh ki First Nation

Activities: Recreation
Target Group: Currently target the youth, but interested in getting adults involved

Contact: Ed Tenbrinke/Gail Marten, Recreation Committee
General Delivery Wrigley, NT X0E 1E0
Ph: (867) 581-3321 Fax: (867) 581-3229

Inclusion Info: Not sure

Yellowknife

Arctic Defensive Driving School

Activities: Driver Education
Target Group: Persons ages 16 and up

Contact: Lise Wilson, Office Administrator
229 Woolgar Ave. Yellowknife, NT X1A 2Y9
Ph: (867) 873-9703 Fax: (867) 873-9493

Inclusion Info: Could include people with all types of disabilities, depending on level of disability, except people with visual disabilities that prevent driving

Aurora Horse Association

Activities: Horseback Riding
Location: North Country Stables

Contact: Anne Wilson, Treasurer
236 Borden Dr. Yellowknife, NT X1A 3R2
Ph: (873) 669-4735 E-mail: anne@theedge.ca
Inclusion Info: Inclusion depends on the individual

Bodyworks Training & Rehab. Centre

Activities: Fitness training & physical rehabilitation

Contact: Francis Chang
Managing Director Trainer
4920 - 54th Ave. Yellowknife, NT X1A 2P5
Ph: (867) 873-2834 Fax: (867) 669-7087
E-mail: BODYWORK@ssimicro.com

Inclusion Info: Could include people with cognitive, hearing, intellectual, learning, multiple, psychiatric, speech /language, physical, & visual disabilities

Computer Games Arcade

Activities: Computer Games

Contact: 4600 Franklin Ave.
Yellowknife, NT X1A 2N8
Ph: (867) 873-3829

Inclusion Info: Could include people with all types of disabilities, but the games not designed for people in wheelchairs

Fiddles & Stix Music Centre Ltd.

Activities: Music lessons for beginners
Location: Scotia Bank Building

Contact: Jim White, Owner
Unit 4 - 5102 50th Ave.
Yellowknife, NT X1A 3S8
Ph: (867) 669-9993 Fax: (867) 669-9994

Inclusion Info: Students' needs are assessed on an individual basis. Playing requires the use of hands

Gold City Kennel Club

Activities: Dog shows, and other social activities
Target Group: People with an interest in dogs

Contact: Joanne Cooper, Treasurer
219 Woolgar Ave. Yellowknife, NT X1A 2Y9
Ph: (867) 873-3688

Inclusion Info: Could include all people.

Polar Bowl

Activities: Bowling
Location: 51st St. & 52 nd Ave.

Contact: Ph: (867) 873-2700
Fax: (867) 873-4811
E-mail: polarbowl@internorth.com

Inclusion Info: Could include anyone with the ability to play, including people in wheelchairs

Additional Info: Ramp for ball enables those with physical disabilities to play

St. John Ambulance

Contact: Sue McCannan, Office Manager
5023 - 51'st St. Yellowknife, NT X1A 1S5
Ph: (867) 873-5658 Fax: (867) 873-4458
E-mail: ntsja@internorth.com

Inclusion Info: Could include people with hearing, speech/language, & visual disabilities

Prince of Wales Northern Heritage Centere

Activities: Cultural and heritage activities

Contact: Wendy Stephensen
Curator of Education & Extension Services
PO Box 1320 Yellowknife, NT X1A 2L9
Ph: (667) 920-3255 Fax: (867) 920-0205
Website: www.pwnhc.learnnet.nt.ca

Inclusion Info: Could best include people with hearing disabilities

Stanton Regional Hospital Auxiliary

Activities: Volunteering in gift shop and at bake sales. Patient services at the hospital, including tray favors for each holiday, a Christmas gift, and a gift for the 1st baby born each year.
Location: Stanton Regional Hospital
Target Group: Anyone interested in volunteering in the Gift Shop, providing baking for sales & other volunteer activities dealing with the hospital during the year

Contact: Margaret Purdy, President
PO Box 10 Yellowknife, NT X1A 2P2
Ph: (867) 669-4111

Inclusion Info: Could include people with cognitive, intellectual, learning, psychiatric, speech/language, & physical disabilities

Additional Info: A criminal record check is required, plus 2 good references. Must be bonded. Our Mission is to provide comfort for patient care. We do anything to make their care more comfortable.

Yellowknife Catholic Schools

Activities: Early childhood services, K-12 education
Location: ESJ,Weledeh, SPH

Contact: Liz Baile
Student Services (coordinator)
PO Box 1830 Yellowknife, NT X1A 2P4
Ph: (867) 873-3572 Fax: (867) 873-2701
E-mail: liz-baile@mail.nt.ca

Inclusion Info: Could include people with all types of disabilities

Yellowknife Explorers Toastmasters

Activities: Hold meetings, & practice public speaking
Location: Bromley Building
Target Group: Ages 18 & up

Contact: Mike McCallum, President
16 Ptargaman Rd. Yellowknife, NT X1A 2W8
Website: www.theedge.ca/mbm/toastmaster.htm

Yellowknife Playgroup Association

Activities: Free play, crafts, & stories
Location: Basement of Calvary Church
Target Group: Children 5 years and younger & their parents/caregivers

Contact: Dianne March Yellowknife, NT
Ph: (867) 669-9181

Inclusion Info: Could include people with any type of disability, but a parent/caregiver in a wheelchair may have accessibility problems due to the location

Yellowknife Special Olympics

Activities: Sports
Target Group: Athletes whose primary diagnosis is intellectual disability

Contact: Kim Poulter, President
PO Box 1691 Yellowknife, NT X1A 2P3

Yellowknife Public Library

Activities: Programs, materials lending
Location: 2'nd Floor, Centre Square Mall

Contact: Deborah Bruser
Public Services Librarian
PO Box 694 Yellowknife, NT X1A 2NS
Ph: (867) 920-5642 Fax: (867) 920-5671
Website: www.city.yellowknife.nt.ca
E-mail: library@city.yellowknife.nt.ca

Inclusion Info: Could include people with learning, multiple, psychiatric, speech/language, & physical disabilities

Yellowknife Seniors' Society

Activities: Social, recreation, & education
Target Group: Seniors

Contact: Martha MacLellan, Executive Director
2 - 5710 50th Ave. Yellowknife, NT X1A 1E9
Ph: (867) 873-9475

Inclusion Info: Could include people with hearing, multiple, psychiatric, & physical disabilities

YK Chess Club

Activities: Chess games & tournaments
Location: Subway restaurant

Contact: Rob Burbar
PO Box 2261 Yellowknife, NT X1A 2P7
Ph: (867) 873-2144

Inclusion Info: Unsure, but could make arrangements for those who are shut in

Additional Info: Meet at 7:00 p.m. on Monday evenings

YK Dog Trotters Association

Activities: Dog sledding
Target Group: Adults and the youth
Contact: Trevor Lizotte, President
175 Rivette Cres. Yellowknife, NT X1A 3T8
Ph: (867) 873-5498

Inclusion Info: Could include people with most types of disabilities. Likely unsuitable for someone with a visual disability

YK Multisport Club

Activities: Races
Target Group: Open to all. Age categories in races

Contact: Cory Borolien, President
Yellowknife, NT Ph: (867) 669-9437
E-mail: ykmultisport.com

Inclusion Info: Open to everyone, but those in a wheelchair would be excluded from some of the races, due to the difficult terrain

YK Polar Bear Swim Club

Activities: Swimming

Contact: Rory Kilborne, President
Yellowknife, NT Ph: (867) 669-0603

YK Writers' Group

Activities: Writing, sharing, and writing exercises
Location: Library Meeting Room

Contact: Anita Daher
3 Rycon Dr. Yellowknife, NT X1A 2V9
Ph: (867) 920-4942
E-mail: daher@theedge.ca

Inclusion Info: Could include people with Open to all interested individuals

Additional Info: Meet every second Sunday

Yellowknife Choral Society

Activities: Singing - rehearsing and putting on choral concerts
Location: Mildred Hall School, Music Room

Contact: Fred Talen Yellowknife, NT
Ph: (867) 669-7075

Inclusion Info: Anyone with a good singing voice may join

Additional Info: Rehearsal Tuesday evenings

YK Singles Network

Activities: Meet for meals at restaurants, and hold pot-luck meals at members' homes
Target Group: Adults

Contact: Carmen Jones Yellowknife, NT
Ph: (867) 920-2760

Inclusion Info: Some homes are not accessible

Territorial Organizations

Aboriginal Sports Circle of the Western Arctic

Activities: General Sports

Contact: Roy Desjarlais, President
PO Box 1537 Yellowknife, NT X1A 2P7
Ph: (867) 873-8112
E-mail: roy_ascwa@sportnorth.com

Girl Guides of Canada-NWT Nunavut Council

Activities: Personal development
Location: Various locations
Target Group: Girls ages 5 - 18, and adult females

Contact: Gail Christie, Office Manager
# 3 - 5016 52nd St. Yellowknife, NT X1A 1T4
Ph: (867) 873-3138 Fax: (867) 873-2807
E-mail: ntguides@ssimicro.com

Inclusion Info: Inclusion in each activity would be determined on an individual basis. There is something for everyone to do.

Additional Info: National manual available for dealing with special needs situations

NT net Society

Activities: Promotion of internet connectivity in the north

Contact: Alison McCambridge
Executive Director
PO Box 613 Yellowknife, NT X1A 2N5
Ph: (867) 669-7284 Fax: (867) 669-7286
Website: www.ntnet.nt.ca
E-mail: exec.dir@ntnet.nt.ca

Inclusion Info: Could include people with hearing, learning, intellectual, psychiatric, speech/language, & physical disabilities

NWT Recreation & Parks Association

Activities: Community Programs Advocate

Contact: Katherine McPhee, Executive Director
PO Box 841 Yellowknife, NT X1A 2N6
Ph: (867) 873-5340 Fax: (867) 669-6791
Website: www.nwtrpa.org
E-mail: katherinem@theedge.ca

Inclusion Info: It would depend on the community program

NWT Amateur Wrestling Association

Activities: Wrestling

Contact: Don Reid, Past President
144 Jeske Cres. Yellowknife, NT X1A 3V7
Ph: (867) 873-4888 Fax: (867) 873-5732
E-mail: reidleafs@theedge.ca

Inclusion Info: Could include people with hearing, learning, physical, & visual disabilities

NWT Speed Skating Association

Activities: Speed Skating
Location: Community Based
Target Group: Youth/Teens

Contact: Penny Johnson, President
PO Box 2664 Yellowknife, NT X1A 2L9
Ph: (867) 920-4320 Fax: (867) 920-6467
E-mail: cojohome@ssimicro.com

Inclusion Info: Not sure, but willing to work on increasing access for those with disabilities

NWT Swimming Association

Activities: Competetive Swimming

Contact: Don Irwin, President
20 Morrison Dr. Yellowknife, NT X1A 2H7
Ph: (867) 920-7229 Fax: (867) 669-9901
Website: YK POLAR BEAR
E-mail: dj.irwin@nt.sympatico.ca

Inclusion Info: We work in conjunction with the Special Olympics swimming group

NWT Tennis Association

Activities: Tennis for youth at risk, wheelchair tennis, etc.
Location: Reservour Tennis Courts & McNiven Beach Tennis Courts
Target Group: Youth at risk (FAS/ADD), and those in wheelchairs

Contact: Bruce Cates, President
c/o James Wong, 5403 - 48th St.
Yellowknife, NT X1A 1N7
Ph: (867) 873-8190
Website: Via Sport North Site
E-mail: cates@internprth.com

Inclusion Info: Could include youth at risk (FAS/ADD), and people with cognitive, hearing, intellectual, learning, multiple, speech/language, & physical disabilities

Appendix M

Summary of Barriers & Potential Solutions to Including People with Disabilities in Active Living Activities

Barriers Identified	**Potential Solutions Identified**
People with disabilities lack transportation or adequate scheduling of public transportation	Active living organizations • move activity to a more common/prominent location • try to be flexible, making transportation or other arrangements (e.g. transport the activity) for those who are interested
People with disabilities lack motivation to participate	Active living organizations directly encourage individuals with disabilities to participate
People with disabilities have no one to participate with	Active living organizations and/or advocates recruit and/or assign individuals to partner with individuals with disabilities
People with disabilities experience or fear negative attitudes of other participants or organizers and/or are concerned about their disability	Active living organizations: • word public service announcements to indicate the ability required • directly encourage individuals with disabilities to participate Advocates undertake an assessment, to produce a profile of things that can be done to make the environment better for people with disabilities
People with disabilities are unaware of the activity	Active living organizations: • promote or increase promotion of the activity • word public service announcements to indicate the ability required • make presentations to disability organizations/ groups • actively promote any changes that would increase inclusion (as they influence people with disabilities) • move activity to a more common/prominent location

People with disabilities are restricted by the cost of activities	Active living organizations: • help to cover the cost of the activity • provide reduced rates for people with disabilities • keep costs to a minimum • change programming Advocates, service providers, people with disabilities and/or active living organizations: • look for sources of available funding or sponsorship • help to fund-raise to help cover the costs • look for donations of equipment and/or space
People with disabilities are physically or mentally unable to participate or programming does not apply, due to the natural limitations imposed by the disability	Active living organizations: • change programming • admit participants with (and without) disabilities on a trial basis • word public service announcements to indicate the ability required Advocates undertake an assessment, to produce a profile of things that can be done to make the environment better suited for people with disabilities Advocates, service providers, people with disabilities and/or active living organizations: • look for sources of special equipment needed to carry out the activity • look into activities for which individuals with disabilities have the ability to undertake (e.g. Sledge Hockey, Roller Poling)
People with disabilities lack the skill needed to undertake the activity	Active living organizations: • provide additional training for people with disabilities • allow people with disabilities to work with a partner • change programming
There are few opportunities or no special programs for people with disabilities	Active living organizations: • help disability clubs, organizations and groups that are already in existence by providing equipment, expertise, etc. • create new programs • change programming

There is a shortage of people with disabilities to take part in activities	Active living organizations: • change programming • actively promote their activity • word public service announcements to specify the abilities required
Lack of implementation strategy/leadership for active living organizations	SPECIFIC SOLUTION(S) NEEDED
Active living organizations experience funding shortages required to make changes	Advocates, service providers, people with disabilities and/or active living organizations: • look for sources of funding that may be available • evaluate the funding requirements
Active living organizations unable to promote activities and invite people with disabilities	Active living organizations: • move activity to a more common / prominent location • use free public service announcements
Active living organizations see no barriers or have not yet encountered barriers	Active living organizations research ways to be inclusive Advocates: • do an assessment, to produce a profile of things that can be done to make the environment better suited for people with disabilities • provide inclusion information People with disabilities (interested in the activity), their services providers and/or advocates approach active living organizations about participating
Active living organizations have not encountered the need to be inclusive	Active living organizations • use free public service announcements to advertise their activities • word public service announcements to indicate the ability required • presentations to disability organizations and groups

Active living organizations need to upgrade/change technology in order to be inclusive	Advocates, service providers, people with disabilities and/or active living organizations look for potential sources of donated of equipment
Active living organizations encounter a lack of adequate training, pay, and availability of dedicated coaches and volunteers for high maintenance people	Active living organizations hire new or additional staff/volunteers (coaches) Advocates, service providers, and/or active living organizations provide and encourage staff (i.e. coaches) to undergo special training
Active living organizations lack staff/volunteers needed to give personal attention to people with disabilities	Active living organizations hire additional staff/volunteers Service providers ensure that there is adequate supervision of people with disabilities, when required
Active living organizations lack information on how to be inclusive	Advocates undertake an assessment, to produce a profile of things that can be done to make the environment better suited for people with disabilities Active living organizations research ways to be inclusive
Active living organizations have leased spaced and cannot make changes	Active living organizations, advocates, and/or services providers look for the donation of space Active living organizations move activity to another location with existing modifications
Active living organizations have a lack of training in dealing with people with disabilities	Active living organizations • research and learn how to work with people with disabilities • hire staff with special training • provide staff with specialized training • develop a manual for use in special needs situations Advocates undertake an assessment, to produce a profile of things that can be done to make the environment better suited for people with disabilities

Active living organizations and people with disabilities require physical supports/equipment to carry out the activity	Active living organizations: • purchase special equipment • research sources to purchase special equipment on behalf of people with disabilities • change programming (to reduce or eliminate the need for physical supports/equipment) People with disabilities, advocates, service providers and/or active living organizations: • look for potential sources of donated of equipment • fund raise to purchase equipment
Facility not accessible	Active living organizations: • move activity to a more accessible location • modify existing facility • look for donated space that is accessible • try to be flexible, making accommodations outside of the facility, for those who are interested
Safety concerns	Advocates: • Assess the environment to produce a profile of what can be done to make it safe for all Active living organizations: • modify existing facility • hire additional staff/volunteers • purchase special equipment Advocates and active living organizations: • ensure that staff, coaches and volunteers are well trained Service providers: • ensure adequate supervision, when required
Winter weather prohibits people with disabilities from getting out	Active living organizations (possibly with the assistance of advocates, service providers, family, and/or friends) hold special events during the winter months, and make arrangements (transportation etc.) to ensure people with disabilities are able to attend

Appendix N

Summary of an Individual-Centred, Community-Based Approach

The InterConnection Process[*]

Philosophy & Values

As outlined herein, the InterConnection Process is a needs-driven means of helping individuals improve their lives, by achieving their recreation/leisure goals/dreams. The process utilizes existing, modified, and novel programs and services, as well as formal and community supports, as required by the individual. Planning and implementation derive directly from the person's own unique strengths, culture, values, and preferences, and those of his/her community.

The individual and/or family have:

- Access - having valid service options, and inclusion in the decision-making process
- Voice - being heard and listened to throughout the planning process
- Ownership - agreeing with and committing to any plan concerning them.

Participants – A Team Approach

The Individual is the reason for the group. This is a person . . . who wishes to enhance his/her recreation/leisure experiences

The Facilitator is chosen by the [service agency] to befriend the individual, and assist the individual in achieving his/her goals. The facilitator is an advocate WITH and FOR the individual.

Other Members of the team are chosen by the individual to assist him/her in obtaining the goals. Like the facilitator, they act as advocates WITH and FOR the individual.

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[*] This information is summarized from one of the current author's previous works - *Facilitating InterConnections: Working Manual (for assisting individuals with acquired brain injury connect with recreational/leisure opportunities in their communities)*, which was based on John Van den Berg's "Wraparound Services" and Barry Willer's "Circles of Support." and is available from the Saskatchewan Brain Injury Association, Saskatoon, Saskatchewan. Although the work was intended for survivors of acquired brain injury, the same principles can be applied to most "high need" populations.

Are We "Already Doing That"???

When met with the possibility of forming support teams, a common response is that "we are already doing that.' Some of the ways it differs from what is already being done is that it is . . .

- individualized (based on the needs of the individual (and his/her family)
- culturally competent
- unconditional (services)
- community-based
- flexible (funding, services, and programs)
- involved (the individual and his/her family is involved at ALL stages of the process)
- interagency (on an as needed basis)
- potentially sustainable

Also, it focuses on

- informal (more than formal supports and services)
- self-sufficiency of the individual
- goals (not crisis situations)
- outcomes (measured in terms of achieving dreams/goals)

The Team is NOT

- about deficiencies, but about capacities
- an answer to the social service system, but a hope for options
- about control over others, but helping others gain control over their own lives
- about strangers, but a network of friends, who know the person best
- about titles, power or position, but equality among all members

Some of the Steps in the Process (Facilitator's Roles)

- get to know the individual (strengths, values/culture & preferences)
- identify & map the individual's circle of social relationships
- identify general dreams/goals
- identify who may be able to help
- schedule the first meeting & contact team members
- conduct the first meeting - explore strengths & dreams
- conduct the second meeting – set goal priorities & delineate strategies
- subsequent meetings/contacts - crisis planning, goal attainment